

TOWN OF MILLIS



2021 ANNUAL TOWN REPORT

On the Cover

The Vehicle Service building is a 2,900 sq. ft. facility that contains a service bay for maintaining and repairing all of the town's vehicles. It also contains a wash bay for all the town's vehicles, an EPA requirement for capturing the salt and oil wastewater and containing it within the sanitary sewer. These facilities will help the town preserve its substantial investment in fire, police, school and DPW vehicles.

A 2,300 sq. ft. staff building that provides offices, locker and shower facilities for the DPW staff. These two building were completed in December, 2021.

THE ONE HUNDRED AND
THIRTY-FIFTH
ANNUAL REPORT
OF THE
TOWN OF MILLIS, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 31, 2021
MILLIS, MA

INCORPORATED FEBRUARY 24, 1885

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IN MEMORIAM 2021

June Marie Coffey

Millis Recreation Department
Meals on Wheels 25+ yrs
January 18, 2021
~ ~ ~ ~

Joseph L. Travers

Finance Committee 1962-72
Board of Selectmen 1972-75
February 5, 2021
~ ~ ~ ~

Domenic E. D'Eramo

Dept. of Public Works 1975-81
MAPC Rep. 1978-90
Jt. Reg. Transportation Comm. Rep. 1980-2002
Reg. Transportation Advisory Council 2002-2015
March 18, 2021
~ ~ ~ ~

Robert J. ("Bob") Healy

Millis Fire Department 35 years, Deputy Fire Chief
School Committee 1980-88
Millis Housing Authority
Millis Pride Day
June 3, 2021
~ ~ ~ ~

Manning Doliner

Millis Fire Department 35 yrs, Deputy Fire Chief
Civil Defense Director
July 4, 2021
~ ~ ~ ~

Corinne Kravitz

Millis Historical Commission 1986-2002
Election worker
Council on Aging, Meals on Wheels 25+ yrs
August 6, 2021
~ ~ ~ ~

Linda Ann Beyer

Secretary for Department of Public Works
Millis Fire Dept. Women's Auxiliary & Muster Team
Millis COA & Meals on Wheels
October 12, 2021
~ ~ ~ ~

Mark E. Slayton

Millis Historical Commission 2003-2021
American Legion Post 208
December 27, 2021
~ ~ ~ ~

ELECTED TOWN OFFICERS 2021

		Term Expires
Moderator	Donna Cabibbo	2022
Town Clerk	Lisa Jane Hardin	2023
Select Board	Peter C. Jurmain	2022
	Erin T. Underhill	2023
	Craig W. Schultze	2024
School Committee	Marc S. Conroy	2022
	Denise D. Gibbons	2023
	Kerriann Roche	2023
	Robyn Briggs	2024
	Steven G. Catalano	2024
Board of Health	Matthew S. Fuller	2022
	JaiKaur LeBlanc	2023
	Donna M. Scotland	2024
Library Trustee	Wendy Barry	2022
	Jennifer White Farrar	2023
	Laura K. Satta	2024
Planning Board	George J. Yered, Jr.	2022
	Richard Nichols	2023
	Bohda B.R. Chhetry	2024
	Alan J. Handel	2025
	Nicole M. Riley	2026
Housing Authority	Leslie A. Devaney (State Appt./ten. rep.)	2022
	Carol Mancuso-Baker	2022
	Carol B. Mushnick	2024
	Mary-Ellen D'Espinosa	2025
Constables	Helen R. Kubacki	2023
	Nathan R. Maltinsky	2023

Appointments by the Moderator

Finance Committee	Term Expires
Peter Berube	2024
Jodie Garzon	2023
Craig Schultze	Resigned 5/2021
Joyce Boiardi	2022
James Borgman	2022
Catherine MacInnes	2023
Doug Riley	Resigned 11/21
Sara Reyes	2022
John Steadman	2023
Kathleen Tieu	Resigned 7/2021
Peter Underhill	2022

Memorial Day Committee

Listed below are all the members of the Memorial Day Committee involved in the planning of the Ceremonies on Memorial Day, May 25, 2020 in the Town of Millis;

Sarah Kearns
Robert Yeager

Oak Grove Farm Commission	Term Expires
Rob Elbery	2023
Julio Fontecchio	Resigned 10/2021
Susan McAvoy	2024
John McAvoy	2024
Stephen MacInnes	2022
David Werner	2024

**SELECT BOARD AND TOWN
ADMINISTRATOR APPOINTMENTS**

Agricultural Commission

Diane Hubbard, 2022
Robert Cantoreggi, 2022
Linda Chiaizio, 2022

Animal Inspector

Brenda Hamelin, 2022

Board of Assessors

Diane Jurmain, 2023
Lisa Jane Hardin, 2024
Robert Veaner, 2022
Robert Cantogeggi, Resigned 6/21

Assistant Assessor

Theresa Gonsalves, 2022

Cable TV Advisory Committee

Steven Catalano, 2022
Leonard Forman, 2022
James McCaffrey, Sel Board Liaison
Resigned 5/2021
Craig Schultze, Sel Board Liaison, 2022
Raymond Normandin, 2022
Madeline Yusna, ex officio, 2022

Capital Planning Committee

Jonathan Barry, 2022
John Corcoran, 2022
Peter Berube, 2022
James McCaffrey, 2023
Kerri Roche, 2022
Michael Guzinski, ex officio, 2022

Cemetery Committee

Marsha Collins, 2022
John Doyle, 2022
James McKay, 2022
Erin Underhill, 2022
Jeffrey Mushnick, 2022
Charles Vecchi, 2022

Charter Review Committee

Doreen Hayes, UC
Paul Jacobson, UC
Diane Jurmain, UC
Craig Schultze, UC
Nancy Sitta, UC
Christopher Soffayer, UC
Doug Riley, Fin Comm Liaison

Community Preservation Committee

David Baker, @ Large Member, 2024
Erin Underhill, Select Board, 2022
Wendy Barry, @ Large Member, 2022
Nathan Maltinsky, Chair, 2024
Nicole Riley, Planning Board, 2024
Mary-Ellen D'Espinosa, Housing, 2024
James McKay, @ Large Member, 2023
Pamela Rheahme-Mustard, Recreation,
2024
Carol Hayes, ConCom, 2024
Catherine MacInnes, Finance
Committee, 2024

Conservation Commission

Edward Chisholm, 2022
Christine Gavin, 2023
Scott McPhee, 2023
James Lederer, 2024
Daniel Lee, 2022
Carol Hayes, 2024
John Steadman, 2022

Council on Aging

William Brown, 2023
Helen Daly, 2024
Herbert Lannon, 2024
Christine McCaffrey, 2022
Elizabeth Derwin, 2024
Lisette Walter, 2023
Arlene Lagos, Resigned 6/2021
Patricia Kayo – ex officio, 2022

Cultural Council

Amy Cohen, 2022
Meaghan Quillop, 2024
Laura Doherty, 2023
Melany Ferrimy, 2024
Jen Zarutskie Sieczkiewicz, 2024
Robert Zammarchi, 2023
Lelia Tenreyro-Viana, 2024

Economic Development Committee

Amanda Borgman, 2022
Nathan Maltinsky, 2022
Nicole Riley, Chair, 2022
Christy Lagos, 2022
Loring Barnes, 2022
Craig Schultze, Sel Board Liaison, 2022
Lan Nguyen, 2022

Robert Weiss, Director, 2022

Energy Committee

Jonathan Barry, 2022
Timothy Farrar, 2022
Craig Gibbons, 2022
Tom O'Connell, 2022
Kathleen Streck, 2022
Chris Jackson, Resigned 6/2021
Peter Jurmain, Sel Board Liaison, 2022
Robert Weiss – ex officio, 2022

Energy Manager

Robert Weiss, 2022

Ethics Commission Liaison

Karen Bouret, 2022

Enterprise Funds Advisory Committee

Catherine MacInnes, 2022
Erin Underhill, 2022
Edward Chisholm, 2022
Robert Cantoreggi, 2022
JaiKaur LeBlanc, 2022
Erin Underhill, 2022
John McVeigh, 2022
James McKay, 2022
Michael Guzinski, 2022

Fence Viewer

Michael Giampietro, 2022
Michael Guzinski, 2022

Finance Director/Town Accountant

Carol Johnston, 2022

Fire Chief

Richard Barrett, 2022

Historical Commission

Mitch Bobinski, 2024
Joanne Gannon, 2023
Jacqueline Graci, 2024
Nathan Maltinsky, 2023
Cheryl Prufer, 2023
Mark Slayton, 2023
Margaret Wilkes, 2023
Scott Fuzy - Associate, 2022
Charles Vecchi - Associate, 2022

Rusty Cushman – Associate, 2022
Larry Giargiari – Associate, 2022
Carolyn McNiff – Associate, 2022
Robert Ruggeri – Associate, 2022

Local Emergency Planning Committee

Richard Barrett, 2022
Matthew Fuller, 2022
John Engler, 2022
Michael Guzinski, 2022
Sandy LaBarge, 2022
James McKay, 2022
John McVeigh, 2021
Christopher Soffayer, 2022
James Donovan, 2022
Erin Underhill, 2022
Sarah Ward, 2022
Paul Jacobson, Resigned 6/2021

Metropolitan Area Planning Council Representatives (MAPC)

Robert Weiss, 2022
Nicole Riley, 2022

MBTA Advisory Board Designee

Robert Weiss, 2022

Norfolk County Advisory Board Designee

Craig Shultze, 2022

Parking Clerk

Karen Bouret, 2022

Permanent Building Committee

Diane Jurmain, 2022
Wayne Klocko, 2022
Craig Schultze, 2022
John Larkin, 2022
Patty Kayo – ex officio
Bert Lannon – ex officio
James McKay – ex officio
David Rachmaciej – ex officio

Planning Board

Joshua Guerrero - Associate, 2022
Richard Nichols, 2024
Bodha Raut Chhetry, 2022
Nichole Riley, 2024
George Yered, 2022

Plumbing/Gas Inspector

Timothy Costello, 2022

Police Chief

Christopher Soffayer, 2022

Public Weighers

Kenneth Bianco, 2022

Michael Collins, 2022

Donald Gilleney, 2022

Paul Lapierre, 2022

Jason Lariviere, 2022

Arthur Murphy, 2022

Michael Pukanasis, 2022

Scott Rorrie, 2022

Francis Rossi, 2022

John Tresca, 2022

Robert Tresca, 2022

Steven Tresca, 2022

Recreation Committee

Michael Banks, 2022

Erin LeBlanc, Resigned 7/2021

Steven Cassidy, 2022

Timothy Davis, 2022

Kristen Fogarty – ex officio, 2022

Erin LeBlanc, 2022

Sharon Locke, 2022

Pamela Rheume-Mustard, 2022

Susan Vara, Resigned 11/2021

Regional Transportation Advisory Council

Robert Weiss, 2022

Registrars of Voters

Marc Conroy, 2022

Lisa Hardin, 2022

Karen Bouret, 2022

Robert Yeager, 2022

Right-To-Know Coordinator

John McVeigh, 2022

Safety Committee

Richard Barrett, 2022

Karen Bouret, 2022

John Engler, 2022

James McKay, 2022

John McVeigh, 2022

Paul Sims, Resigned 10, 2021

Christopher Soffayer, 2022

Kimberly Tolson, 2022

Sandy LaBarge, 2022

Sealer of Weights and Measures

W. James Allshouse, 2022

Southwest Area Planning Council (SWAP)

Michael Guzinski, 2022

Nicole Riley, 2022

Surveyor of Wood & Lumber

Michael Giampietro, 2022

Town Counsel

KP Law, 2022

Mead, Talerman, & Costa, LLC 2022

Treasurer/Collector

Jennifer Scannell, 2022

Tree Warden

Robert Cantoreggi, 2022

Deputy Tree Warden

Richard Vatour, 2022

Veterans Agent

John Moore, 2022

Zoning Board of Appeals

Peter Koufopoulos, 2022

Wayne Carlson, 2024

William Lawson - Associate, 2022

Donald Rivers - Associate, 2022

Donald Skendarian, 2022

APPOINTMENTS BY THE BOARD OF HEALTH EXPIRING 2022

Health Agent	John P. McVeigh, MBA, CHO, RS
Health Agent	Matthew Fuller PHD, Member
Health Agent	Kathleen Lannon, RNMS, Member
Health Agent	Donna Scotland
Health Agent	Jaikaur LeBlanc, Member
Health Agent	Angelo DeLuca
Health Agent	James White
Health Agent	James McKay
Burial Agent	Lisa Hardin
Burial Agent	Susan Vara
Burial Agent	Kathi Smith
Tobacco Agent	Robert Griffin
Tobacco Agent	Olivia DuFour
Tobacco Agent	Mishel Caisapanta
Tobacco Agent	Mark, Awdycki, (school principle)

APPOINTMENTS BY THE TOWN CLERK

Assistant Town Clerk	Kathleen Smith, 2022
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APPOINTMENT BY THE MODERATOR, CHAIRMAN OF THE SCHOOL COMMITTEE AND CHAIRMAN OF THE SELECT BOARD JOINTLY

Tri County Representative	Jane Hardin, 2023
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REPORT OF THE TOWN CLERK for 2021

2021 was another unusual year for this office due to the Covid health emergency. The pandemic still affected everything. There were regulations regarding social distancing, wearing masks, etc. For in-person voting at the polls, we used the same health protocols we had used in the Fall of 2020 which allowed everyone to vote while also staying safe. Voters could stay six feet apart. The weather was fine and we were able to keep the doors and windows open for ventilation.

Over the course of 2021, we held one election and two town meetings. The outdoor Spring Town Meeting on Saturday, May 1st, had 344 voters participate, a good turnout of 5%. There was great weather and much enthusiastic discussion, and the meeting lasted 4 hours.

The Town Election is usually fairly low key. This year there were contested races for Select Board, School Committee, Board of Health, and Planning Board. We had 1,005 (15%) participate at the Town Election on May 10th.

On Monday, November 8th, we held the Fall Town Meeting inside in the High School auditorium. It was a fairly short warrant of 15 articles and took about 2 hours 20 minutes. This Meeting had 136 participants (2%).

Town meetings in Massachusetts require that people attend in person, if they want to speak or vote. There is no remote or absentee voting. All residents may attend, but only registered voters can vote. Those present may speak and air their concerns and suggestions related to Articles on the Warrant. The people who show up at town meetings are the people who decide how our property tax dollars will be spent. In May, we spent over \$45.5 million at the main business meeting of the year, which includes the annual budgets of all the town departments. In November, we spent over \$7.88 million, including \$5.6 million for the PFAS Water Treatment Plant and \$1.12 million for a new ambulance and new fire engine. Many town meetings get only 2% turnout of registered voters. Please try to attend when you can.

In addition, all issues on the Warrant at Town Meeting are previously discussed and voted on at various Committee meetings throughout the year. All meetings are open to the public. This past year, many meetings were held via Zoom or other remote/on line method. If you are not able to attend the Town Meetings, you can address issues of concern to you at other meetings during the year.

I can assure everyone in town that elections held here are safe and secure. We will continue to use the ballot drop box so voters can safely deliver their absentee ballot directly to the box placed just outside the town hall. Elections are run differently in each state, so the stories you may see on television or read on-line about what goes on in

other states, are not necessarily what happens in Millis or other towns in Massachusetts. I am always willing to talk to residents about how elections are run at the local level, so feel free to call the office if you have any concerns or questions.

Since we have a democratic form of government, both elections and town meetings (in Massachusetts) are essential to keep the government working for us. People need to participate in these core obligations of citizenship in a democracy.

Now that you are all used to voting, please don't give it up! Elections are held more than once every four years! In particular, your local government needs your input every year. More discussion of local issues and airing of differing views can always help. Please consider participating in your local government in some capacity, whether elected, appointed, or volunteer. We need you!

Please let us know if you have any suggestions for ways we can improve our town meetings, elections and other services. Also, if you have any old Millis photos or other historic memorabilia, please consider donating them to us. Or let us borrow photos so we can make copies of them. We will keep them safe for future generations to enjoy.

TOWN of MILLIS STATISTICS: Statistics for 2021 (+/- since 2020)

Population	8,925	(+ 74)
Senior citizens (60+)	2,620	(+ 140)
Residents (19-59)	4,864	(+ 65)
School age children (6-18)	1,102	(- 137)
Pre-school age children (0-5)	339	(+ 6)
Veterans	370	(- 8)
Registered Voters	6,762	(+ 48)
Unenrolled	4,325	(+ 139)
Democrat	1,582	(- 39)
Republican	838	(- 48)
Libertarian	17	(- 4)
Births	85	(+ 24)
Marriages	37	(+ 6)
Deaths	76	(+ 11)
Licenses issued: Dogs	934	(+ 3)
Business Licenses	35	(- 8)

Submitted by *Lisa Jane Hardin*, Millis Town Clerk
 lhardin@millisma.gov, 508-376-7046, 900 Main Street, Millis, MA 02054

Note: The Town of Millis Management Letter and Annual Financial Statements for the Year ended June 30, 2021 are available in the Office of the Town Clerk.

TOWN ELECTION - May 10, 2021				
CANDIDATES	PRECINCT 1	PRECINCT 2	PRECINCT 3	TOTAL
MODERATOR (1 yr)				
Donna Cabibbo	288	264	267	819
Write-ins	2	4	7	13
Blanks	64	47	62	173
SELECT BOARD (3 yr)				
Bohda B. Raut Chhetry	121	84	75	280
Autumn Richard	42	69	46	157
Craig W. Schultze	187	159	213	559
Write-ins	0	2	0	2
Blanks	4	1	2	7
SCHOOL COMMITTEE (3 yr) vote for two				
Robyn L. Briggs	233	197	209	639
Steven G. Catalano	245	217	239	701
Write-in: Annmarie Chase	41	48	46	135
Write-ins	2	0	5	7
Blanks	187	168	173	528
BOARD of HEALTH (3 yr)				
Jean E. Oakland	94	72	71	237
Donna M. Scotland	213	208	216	637
Write-ins	1	0	0	1
Blanks	46	35	49	130
LIBRARY TRUSTEE (3 yr)				
Laura K. Satta	292	259	272	823
Write-ins	1	2	0	3
Blanks	61	54	64	179
PLANNING BOARD (5 yrs)				
Nicole M. Riley	256	215	235	706
Taewan Kim	75	77	70	222
Write-ins	0	0	1	1
Blanks	23	23	30	76
Total Ballots:	354	315	336	1005
(15% of 6,692 registered voters)				

SPRING 2021 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY21 Additional Wages and Expenses
3. FY22 Operating Budget
4. SEIU #888 & Firefighters Local #4704 Contract Ratifications
5. Sewer Enterprise Fund
6. Water Enterprise Fund
7. Stormwater Enterprise Fund
8. Consent Agenda
 - Amendments to the Personnel Plan
 - Board of Health Appointing Authority
 - Revolving Funds
 - Community Preservation Fund
9. Community Preservation Historic Resource Reserve Fund – Phase II Walling Map Rehab
10. Community Preservation Open Space/Recreation Reserve Fund – MHS Dugout Project
11. Lansing Millis Memorial Building Repair Project
12. Independent Annual Audit
13. FY22 Personal Property Interim Year Inspections (Board of Assessors)
14. FY23 Recertification Process (Board of Assessors)
15. Capital Items

16. Tree Pruning/Removal
17. Road Maintenance/Repair
18. New Computer Lease – Year One
19. Design/Construction of Drainage Rehab at Village Street and Birch Street
20. Ch. 61A Purchase – Braun Property/Village Street
21. Zoning Bylaw Amendment – Agricultural Based Solar Ordinance
22. Zoning Bylaw Amendment – Parking Dimensions
23. Zoning Bylaw Amendment – Compact Car Parking
24. Zoning Bylaw Amendment – Cannabis Delivery
25. Town Bylaw Addition – Waiver of Town Building Project Permit Fees
26. Authorize the Sale of Town Land – Acorn Street
27. PILOT Agreement – Clyde F. Brown School Solar
28. Medicare/Medicaid Reimbursement Services
29. Unemployment Insurance Fund
30. OPEB Fund
31. Stabilization Fund

TOWN OF MILLIS
SPRING ANNUAL TOWN MEETING
SATURDAY, MAY 1, 2021

The Spring Annual Business Meeting of the Town of Millis was held on Saturday, May 1, 2021, outside in the parking lot of the Millis Middle/High School and was called to order by the Moderator, Donna Cabbibo, at 2:20 p.m.

The Town Warrant calling this business meeting was signed on April 12, 2021, by the Select Board James J. McCaffrey, Peter C. Jurmain and Erin T. Underhill and was posted on April 15, 2021, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:	Christine McCaffrey	Susanne Locklin
	Bonnie Hilton	Carole McColl
	Anne McManus	Donna Scotland
	Enid Stepner	Marsha Collins
		Susan Ferzoco

Tellers/Constable appointed and sworn in for the meeting area (parking lot):

Christine McCaffrey	Susanne Locklin
Bonnie Hilton	Carole McColl
Anne McManus	Donna Scotland
Enid Stepner	Marsha Collins
Nathan Maltinsky (Constable)	Susan Ferzoco

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag. She then asked for a moment of silence in remembrance of those we have lost during this health crisis.

The Moderator then introduced our State Senator Becca Rausch, and our two State Representatives: David Linsky and Shawn Dooley. They were in attendance to offer official Citations to Mr. James McCaffrey, Chair of the Select Board, upon the occasion of his retirement from the Board and to honor him for his many years of service to the Town, both on the Select Board and as Moderator, as well as several committees. There was much clapping and hoorahs heard from the audience and some time was spent taking pictures.

The Moderator then asked for a round of applause to honor Kathy Lannon, who was retiring after more than 22 years on the Board of Health.

The Moderator then welcomed everyone to our second outdoor town meeting due to the continuing covid health emergency and necessary social distancing and other health precautions. She made opening remarks concerning the thirty-one (31) business articles to be acted upon this afternoon. Officials elected and appointed to various Boards and Committees, the Town

Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

The Moderator Donna Cabbibo introduced Town Officials present that help to prepare the Warrant: Select Board members James McCaffrey, Peter Jurmain and Erin Underhill, Town Administrator Mike Guzinski, Finance Director Carol Johnston, Town Counsel Jay Talerma and Town Clerk Lisa Jane Hardin.

The Moderator then gave a brief description of the process that the Finance Committee follows. They review all articles and budget proposals and present their recommendations for the Town Meeting audience. She also stated her role as Moderator is as an independent, elected official who presides over the Town Meeting to insure a fair, orderly, open consideration of Warrant Articles.

The Town Meeting members' responsibilities include considering articles, debating them and voting on them for a final decision. A Finance Committee member will make the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

These are some of the issues your Finance Committee, Town Administrator, and Select Board are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made today by Town meeting members.

Motion was made by Jodie Garzon, Finance Committee Chair, and seconded that the reading of the Warrant and return of service thereof be omitted and it was voted. Motion was made by Jodie Garzon and seconded that the Moderator be granted unanimous consent to omit the reading of the articles and to refer to them by number and subject matter and it was voted. Ms. Garzon introduced the Finance Committee members: Peter Berube, Vice Chair, Doug Riley, Clerk, Joyce Boiardi, Jim Borgman, Cathy MacInnes, Shawn Power, Craig Schultze and Katie Tieu.

ARTICLE 1: To see if the Town will vote to transfer from Free Cash the sum of \$572.91 to pay the following **unpaid bills** incurred by Town departments from previous fiscal year(s).

Select Board	\$270.00	Mead, Talerma & Costa
Town Clerk	\$ 79.00	LHS Associates
Town Clerk	\$ 14.00	Lisa Hardin Re-imburse.-Postage
Town Clerk	\$ 41.10	Lisa Hardin Re-imburse.-Supplies
IT Admin.	\$ 55.04	CDW-G
Weights & Measures	<u>\$113.77</u>	FY20 Expense Reimbursement
Total	\$572.91	

(Submitted by Select Board)

VOTED UNANIMOUSLY (4/5th Vote Required) that the Town transfer from Free Cash the sum of **\$572.91** to pay the **unpaid bills** as written in the Warrant and listed above incurred by Town departments from previous fiscal year(s).

ARTICLE 2. To see if the Town will vote to transfer from the following accounts the sums of money listed below to fund **additional wages and expenses** to the accounts listed below which were not sufficiently funded under Article 3, Operating Budget, of the June 29, 2020 Annual Town Meeting:

Transfer From:	Town General Government	\$79,222.14
	General Insurance	\$ 7,302.64
	Health & Human Services	\$13,617.59
	Culture & Recreation	\$11,615.13
	Public Works	<u>\$16,591.80</u>
	Total	\$128,349.30
Transfer To:	Public Safety	\$98,183.06
	Employee Benefits	<u>\$30,166.24</u>
	Total	\$128,349.30

(Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from the following accounts the sums of money listed below to fund **additional wages and expenses** to the accounts listed below which were not sufficiently funded under Article 3, Operating Budget, of the June 29, 2020 Annual Town Meeting:

Transfer From:	Town General Government	\$79,222.14
	General Insurance	\$ 7,302.64
	Health & Human Services	\$13,617.59
	Culture & Recreation	\$11,615.13
	Public Works	<u>\$16,591.80</u>
	Total	\$128,349.30
Transfer To:	Public Safety	\$98,183.06
	Employee Benefits	<u>\$30,166.24</u>
	Total	\$128,349.30

ARTICLE 3. To see if the Town will vote to fix the compensation of elected officers, provide for a reserve fund, and to raise and appropriate, including appropriations from taxation, and by transfer from available funds, the sum of **\$37,383,111** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the General Fund, for the fiscal year beginning July 1, 2021 (FY22) as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$35,994,131
Ambulance Fund	\$ 408,152
Perpetual Care Interest	\$ 332

Sale of Cemetery Lots	\$ 7,141
Cell Tower Revenue	\$ 54,677
Bond Premium Release	\$ 127,147
Marijuana Impact Fees	\$ 98,131

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$ 241,227
Water Fund Indirect Costs to General Fund	\$ 294,833
Stormwater Fund Indirect Costs to General Fund	\$ 157,340

(Submitted by Select Board)

(See Operating Budget for FY22 attached at end of these Minutes)

A Motion for an Amendment to the School Budget was made by Stan Yablonski, and seconded, that the Total School Budget in Line 3 be amended to read \$16.5 Million rather than \$17.17 Million. There was some discussion about the difficulty of doing that at this time since it would require changing all the numbers that added up to that amount. While there has been a decrease in school enrollment, that doesn't mean there can be a decrease in teachers and other expenses. The Amendment did not pass by Voice Vote (majority vote required).

PASSED by Majority Vote (Simple Majority Vote Required) that the Town fix the compensation of elected officers, provide for a reserve fund, and raise and appropriate, including appropriations from taxation, and by transfer from available funds, the sum of **\$37,383,111** to defray charges and expenses to the Town, including debt and interest, and a reserve fund, for the General Fund, for the fiscal year beginning July 1, 2021 (FY22) as outlined in Table 2 of the Finance Committee Report with the following revenue sources:

Taxation	\$35,994,131
Ambulance Fund	\$ 408,152
Perpetual Care Interest	\$ 332
Sale of Cemetery Lots	\$ 7,141
Cell Tower Revenue	\$ 54,677
Bond Premium Release	\$ 127,147
Marijuana Impact Fees	\$ 98,131

And to Authorize the following transfers:

Sewer Fund Indirect Costs to General Fund	\$ 241,227
Water Fund Indirect Costs to General Fund	\$ 294,833
Stormwater Fund Indirect Costs to General Fund	\$ 157,340

ARTICLE 4. To see if the Town will vote to raise and appropriate the sum of **\$85,000** to fund the estimated first-year cost items contained in the contracts between the **Town of Millis** and **SEIU Local 888**, and **Town of Millis** and **Professional Firefighters of Millis Local #4704**, both to be effective July 1, 2021. (Submitted by Select Board)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town raise and appropriate the sum of **\$85,000** to fund the estimated first-year cost items contained in the contracts between the **Town of Millis and SEIU Local 888, and Town of Millis and Professional Firefighters of Millis Local #4704**, both to be effective July 1, 2021

ARTICLE 5. To see if the Town will vote to raise and appropriate from Sewer Department Receipts, the following sums to **operate the Sewer Enterprise Fund beginning July 1, 2021:**

Salaries/Wages	\$ 288,413
<u>Expenses</u>	<u>\$1,299,431</u>
Total	\$1,587,844

(Submitted by Select Board)

(see Sewer Enterprise Fund Report attached at end of these Minutes)

There was some discussion as to how these funds are allocated.

PASSED by Majority Vote (Simple Majority Vote Required) that the Town raise and appropriate from Sewer Department Receipts, the above sums to **operate the Sewer Enterprise Fund beginning July 1, 2021.**

ARTICLE 6. To see if the Town will vote to raise and appropriate from Water Department Receipts, the following sums to **operate the Water Enterprise Fund beginning July 1, 2021:**

Salaries/Wages	\$ 409,449
<u>Expenses</u>	<u>\$1,415,433</u>
Total	\$1,824,882

(Submitted by Select Board)

(see Water Enterprise Fund Report attached at end of these Minutes)

There was some discussion as to what the difference is between these various funds.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town raise and appropriate from Water Department Receipts, the above sums to **operate the Water Enterprise Fund beginning July 1, 2021.**

ARTICLE 7. To see if the Town will vote to raise and appropriate from Stormwater Department Receipts, the following sums to **operate the Stormwater Enterprise Fund beginning July 1, 2021:**

Salaries/Wages	\$181,338
<u>Expenses</u>	<u>\$400,381</u>
Total	\$581,719

(Submitted by Select Board)

(see Stormwater Enterprise Fund Report attached at end of these Minutes)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town raise and appropriate from Stormwater Department Receipts, the above sums to **operate the Stormwater Enterprise Fund beginning July 1, 2021.**

The Moderator explained that the following topics in Consent Article 8 (standard annual articles) would be voted as a block at the end, but she would read each topic separately, and if seven people stood, that topic would be discussed and voted on separately.

CONSENT ARTICLE 8. To see if the Town will vote the following consent articles:

1. To see if the Town will vote to adopt **amendments to Schedule A-Salary Plan of the Town of Millis Personnel Plan** effective July 1, 2021, as shown in the FY22 Finance Committee Report. (Submitted by Select Board)
(see Personnel Plan Schedule A attached at end of these Minutes)
2. To see if the Town will vote in accordance with M.G.L. Ch. 41, §4A, and Ch.268A, to authorize the **Board of Health to appoint any of its members to another town office or position for which it has appointing authority**, for the term provided by law, if any, otherwise for a term not exceeding one year, and fix the salary of such appointee, notwithstanding the provision of M.G.L. Ch. 41, §108. (Submitted by Board of Health)
3. To see if the Town will vote pursuant to the provisions of M.G.L. Ch. 44, §53E½, to establish the following fiscal year spending limit for the Town’s established **Revolving Funds** for Fiscal year 2022: (Submitted by Select Board)

AUTHORIZED REVOLVING FUNDS	FISCAL YEAR EXP. LIMIT
Oak Grove Maintenance Fund	\$ 35,000.00
Animal Control Fund	\$ 3,000.00
Fire Alarm Fund	\$ 10,000.00
Historical Commission Fund	\$ 12,000.00
Ambulance Department Fund	\$ 20,000.00
Council on Aging Transportation Fund	\$ 5,000.00
VMB Custodial/Maintenance Fund	\$ 6,000.00
School Food Service Fund	\$ 360,000.00
School Transportation Fund	\$ 500,000.00
Stormwater Management Fund	\$ 10,000.00
BOH Medical Servs./Vaccination Fund	\$ 20,000.00
BOH Rabies Clinic/Program Fund	\$ 2,500.00
School Athletic Fields Fund	\$ 35,000.00
School Extracurricular Fund	\$ 8,000.00

Library Special Use Fund	\$ 10,000.00
Recreation Fund	\$ 200,000.00
Tobacco Control Program	\$ 1,000.00

4. To see if the Town will vote to raise and appropriate a sum of money or reserve a sum of money from the **Community Preservation Fund**, for the Historic Resources Reserve, the Community Housing Reserve, the Open Space Reserve, or the Budgeted Reserve from annual revenues in the amounts recommended by the Community Preservation Committee for administrative expenses, community preservation projects and/or other expenses in fiscal year 2022, with each item to be considered a separate appropriation.

Appropriations:

From 2022 estimated revenues for Committee Administrative Expenses	\$12,549.00
(To be divided equally: \$6,274.50 CPC Salary Account: \$6,274.50 CPC Expenses)	
From Undesignated Fund Balance for Long Term Debt- Principal	\$20,000.00
From Undesignated Fund Balance for Long Term Debt- Interest	\$ 9,950.00

Reserves:

From FY2022 estimated revenues for Historic Resources Reserve	\$25,098.00
From FY2022 estimated revenues for Community Housing Reserve	\$25,098.00
From FY2022 estimated revenues for Open Space Reserve	\$25,098.00
From FY2022 estimated revenues for Budgeted Reserve	\$80,000.00
(Submitted by the Community Preservation Committee)	

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town adopt all four Consent Articles as enumerated and stated above.

ARTICLE 9. To see if the Town will vote to appropriate the sum of **\$1,469** from the Community Preservation Historic Resource Reserve Fund for the **Preservation & Rehabilitation of the Henry F. Walling Map Phase II.**

(Submitted by the Community Preservation Committee)

The Community Preservation Committee held Public Meetings on February 4, 2021 and March 4, 2021 via Zoom and voted unanimously to approve **\$1,469.00** from the Community Preservation Historic Resource Reserve Fund for the **Preservation & Rehabilitation of the Henry F. Walling Map Phase II Project.**

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town appropriate the sum of **\$1,469** from the Community Preservation Historic Resource Reserve Fund for the **Preservation & Rehabilitation of the Henry F. Walling Map Phase II.**

ARTICLE 10. To see if the Town will vote to appropriate the sum of **\$10,300** from the Community Preservation Open Space/Recreation Resource Reserve Fund for the **Millis High School Dugout Senior Project by Brian Nichols.**

(Submitted by the Community Preservation Committee)

The Community Preservation Committee held Public Meetings on February 4, 2021 and March 4, 2021 via Zoom and voted unanimously to approve **\$10,300.00** from the Community Preservation Open Space/Recreation Resource Reserve Fund for the **Millis High School Dugout Senior Project by Brian Nichols.**

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town appropriate the sum of **\$10,300** from the Community Preservation Open Space/Recreation Resource Reserve Fund for the **Millis High School Dugout Project by Brian Nichols.**

ARTICLE 11. To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of **\$363,887 to fund the Lansing Millis Memorial Building Repair Project.** (Submitted by Select Board)

These funds would be used to stabilize the exterior of the Historic Train Station on Exchange Street which was donated by the Family of Lansing Millis after his untimely death in 1885 soon after the Town of Millis was formed and named after him. However, there are insufficient funds at this time and the **Motion was made to Dismiss this Article.** The possibility of Grants for this purpose is being researched.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town **DISMISS** Article 11.

ARTICLE 12. To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of **\$36,750 for an independent audit** of all accounts of all departments of the Town. (Submitted by Select Board)

James Angelo asked whether the School budget would be included in the audit and the answer was yes, all accounts of all departments of the Town will be examined.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$36,750 for an independent audit** of all accounts of all departments of the Town.

ARTICLE 13. To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of **\$20,000 for Fiscal Year 2022 Personal Property interim year inspections and Real Estate interim year revaluations.** (Submitted by Board of Assessors)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$20,000 for Fiscal Year 2022 Personal Property interim year inspections and Real Estate interim year revaluations.**

ARTICLE 14. To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of **\$18,000 to conduct the FY23 Recertification Process.** (Submitted by Board of Assessors)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$18,000 to conduct the FY23 Recertification Process.**

ARTICLE 15. To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of **\$657,131 to fund the following capital items as listed in the Warrant:**

Department	Capital Item	Amount
School	Committed Bus Leases	\$ 89,999
School	Committed Computer Leases	\$ 46,600
Police	Committed Police Cruiser Leases	\$ 34,932
Water Ent/Fund	D'Angelis Wells PFAS Plant Design Part B	\$200,000
Water Ent/Fund	Wells 3-6 PFAS Plant Design Part A	\$255,600
Water Ent/Fund	Water Systems Response Plan	<u>\$ 30,000</u>
	Total	\$657,131

(Submitted by Select Board)

(see Capital Planning Committee Priorities Chart attached at end of these Minutes)

The question was raised as to why leases are in several different articles. It was explained that new leases for buses and computers are not considered capital items until the Town is committed to them versus being in the second or third year of a lease.

The PFAS expenses here are for Design costs only. The construction costs will be on the November Town Meeting Warrant. The question was asked as to what was being done to locate the source of the PFAS contamination and hold the appropriate parties responsible financially. The Town is looking into what and who is responsible, but in the meantime, we have to begin the clean-up now.

VOTED by Majority Vote (Simple Majority Vote Required) that the Town transfer from Free Cash the sum of **\$171,531**, and transfer from the Water Enterprise Reserve Fund the sum of **\$485,600**, for a total sum of **\$657,131 to fund the above listed capital items.**

ARTICLE 16. To see if the Town will vote to appropriate and raise by taxation, or transfer from available funds, the sum of **\$40,000 for tree trimming and removal.**

(Submitted by Select Board)

Brutus Cantoreggi, Tree Warden, gave a brief update on the tree program and said we need to keep this program going annually so the fallen tree situation does not become dangerous. Bruce Gilman asked whether tree stumps would also be removed, particularly along Orchard Street near the road, but there is no money in the budget for that.

Steve MacInnes, Oak Grove Farm Commission, thanked the Town for the massive clean-up that was needed after the October 7, 2020 Tornado hit Oak Grove Farm, as well as the damage caused by gypsy moths.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town appropriate and raise by taxation the sum of **\$40,000 for tree trimming and removal.**

ARTICLE 17. To see if the Town will vote to raise and appropriate the sum of **\$50,000**, and transfer from Free Cash the sum of **\$45,000**, and transfer the sum of **\$48,805.23** from Article 26 – “Clyde F. Brown Roof Repairs” – of the Annual Town Meeting of June 5, 2017, for a total sum of **\$143,805.23 for road maintenance and repairs.**
(Submitted by Select Board)

Terrence Cassidy asked whether there was a five-year plan to repair roads versus just patching them and does the State pay for repairs to Route 109 (Main Street). The Town has a 15-year plan for road repair. Route 109 is not a “state” road, but the Town receives Chapter 90 funds from the State that can be used to repair Main Street. Roads that will see some repair this year are Farm Street, Main Street, Ridge Street, Exchange Street and Auburn Road.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town raise by taxation and appropriate the sum of **\$50,000**, and transfer from Free Cash the sum of **\$45,000**, and transfer the sum of **\$48,805.23** from Article 26 – “Clyde F. Brown Roof Repairs” – of the Annual Town Meeting of June 5, 2017, for a total sum of **\$143,805.23 for road maintenance and repairs.**

ARTICLE 18. To see if the Town will vote to transfer from Free Cash the sum of **\$23,300 for a new lease/purchase(s) for computers for the Millis Schools.**
(Submitted by the School Committee)

PASSED by **2/3rd Majority Voice Vote** (2/3rd Majority Vote Required) (a few in opposition) that the Town transfer from Free Cash the sum of **\$23,300 for a new lease/purchase(s) for computers for the Millis Schools.**

ARTICLE 19. To see if the Town will vote to appropriate **\$711,728** to pay **costs of designing and constructing drainage improvements at Village and Birch Streets**, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is **authorized to borrow** said amount under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. While this borrowing shall constitute a general obligation of the Town, it is expected to be repaid, in the first instance from Stormwater Enterprise Fund revenues. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes, and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.
(Submitted by Select Board)

Brutus Cantoreggi asked how much money was currently available in the Stormwater Enterprise Fund since the Town collects \$600,000 per year.. \$267,760 is currently available. There is a lot of flooding in this area on the road and in people’s yards. Christine Chambers said there were many accidents in this area and this was a good use of funds.

VOTED UNANIMOUSLY (2/3rd Vote Required) that the town appropriate \$711,728 to pay costs of designing and constructing drainage improvements at Village and Birch Streets, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is **authorized to borrow** said amount under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. While this borrowing shall constitute a general obligation of the Town, it is expected to be repaid, in the first instance from Stormwater Enterprise Fund revenues. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes, and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

ARTICLE 20. To see if the Town will vote to appropriate \$1,000,000 to pay costs of acquiring a parcel of land, including any structures thereon, located at 377 Village Street in Millis, as shown on the Millis Assessors' Map No. 41/003 and consisting of 23.10 acres, more or less, and presently owned by Richard M. Braun, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is **authorized to borrow said amount** under and pursuant to M.G.L. Ch., 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes, and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.
(Submitted by Select Board)

There was a great deal of discussion regarding this purchase. This parcel has been farm land taxed under Ch. 61A, so the Town has the right of first refusal when the property is being sold. The proposed new owner has a plan to build 46 units on 12 acres of the parcel. The Town is proposing borrowing to pay the cost, but using General Funds for the annual payment, rather than a debt exclusion. The Town can use the land for whatever purpose it decides, whether affordable housing, senior housing, open space, or even sell it.

Mark Robbins asked whether there would be a tax increase due to this purchase. The answer was "no" because the Town was going to borrow the money and pay the annual cost for it out of the General Fund.

Ellen Rosenfeld spoke in favor of buying the parcel as real estate is always a good investment.

Louisa Santos spoke in favor of the purchase. She said sometimes less is more. We don't want to become another Bellingham. We don't need to build everything out. Open land has value too.

People spoke about moving here for the rural atmosphere. Siri Karm Khalsa said he came for a three week visit back in 1981 and never left.

Judy O'Gara spoke in favor and said maybe we should look into putting affordable housing here.

A Motion was made by Cincy Newell to Move the Question and it was so voted (2/3 majority required).

As the Voice Vote on the Main Motion was in doubt, a Standing Count was taken.

PASSED by Standing Count: 237 Yes – 95 No (2/3 Majority Vote Required) that the town appropriate **\$1,000,000** to pay costs of acquiring a parcel of land, including any structures thereon, located at **377 Village Street** in Millis, as shown on the Millis Assessors' Map No. 41/003 and consisting of **23.10 acres**, more or less, and **presently owned by Richard M. Braun**, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is **authorized to borrow said amount** under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes, and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

At this time, the Moderator called a brief recess from 5:00 to 5:10 PM and then resumed the business of the meeting.

ARTICLE 21. To see if the Town will vote to **amend the Zoning Bylaws**, as most recently amended, by adding a new section as follows:

1. Amend the definition of "Designated Location" in Section XXI.3 (Definitions):
Designated Location: The location(s) designated herein where **Large-Scale Ground-Mounted Solar Photovoltaic Installations** with a Rated Nameplate Capacity of 250 kW or more may be sited As-of-Right:
 - (a) in the I-P and I-P-2 Districts, as shown on the Zoning Map of the Town of Millis, Massachusetts referenced in Section III.C of this Zoning By-Law, or
 - (b) on any lot or grouping of contiguous lots that
 - (i) is at least 15 acres in total area and
 - (ii) consists of land
 - a. that is primarily and directly used for agricultural purposes as defined in M.G.L. c. 61A, § 1; or

- b. that is primarily and directly used for horticultural purposes as defined in M.G.L. c. 61A, § 2; or
- c. where at least fifty percent (50%) of the total area of the lot or grouping of contiguous lots consists of important farmlands, including without limitation prime farmlands, unique farmland, and additional farmland of statewide importance, identified by the United States Department of Agriculture Natural Resources Conservation Service.

2. Add a new subsection XXI.9(d) to Section XXI.9 (Dimension and Density Requirements):

9. Dimension and Density Requirements:

The following dimensional and density requirements shall apply to all LGSPI.

Setbacks:

For large-scale ground-mounted solar photovoltaic installations, front, side and rear setbacks shall be as follows:

- (a) Front yard: The front yard depth shall be at least 40 feet; provided, however, that where the lot abuts designated Conservation land or land currently used for Recreational purposes, the front yard shall not be less than 50 feet, and where the lot abuts a Residential District, the front yard shall provide a treed fifty foot (50') wide buffer from all Town roads and residential properties, except as provided in (d) below.
 - (b) Side yard: Each side yard shall have a depth at least 20 feet; provided, however, that where the lot abuts designated Conservation land or land currently used for Recreational purposes, the side yard shall not be less than 50 feet, and where the lot abuts a Residential District, the side yard shall provide a treed fifty foot (50') wide buffer from all Town roads and residential properties, except as provided in (d) below.
 - (c) Rear yard: The rear yard depth shall be at least 30 feet; provided, however, that where the lot abuts designated Conservation land or land currently used for Recreational purposes, the rear yard shall not be less than 50 feet, and where the lot abuts a Residential District, the rear yard shall provide a treed fifty foot (50') wide buffer from all Town roads and residential properties, except as provided in (d) below.
 - (d) Subject to application for and receipt of a Special Permit, natural sight barriers (which shall include without limitation rivers, upland gradients, and any wetland setbacks required by the Millis Conservation Commission pursuant to applicable law) may be considered by the Planning Board as a basis for reducing the 50' treed buffer requirement of (a), (b) and (c) above.
- or take any other action in relation thereto.

3. Amend Section V, Table 1, Use Regulations, Wholesale, Transportation & Industrial, #20 and add footnote 5 to Table 1 Notes:

Principal Uses	R-T	R-S	R-V	R-V-C	C-V	C-V-2	V-B	I-P	I-P-2
20. Large-Scale Ground-Mounted Solar Photovoltaic Installations with Rated Nameplate Capacity of 250 kW DC or more. (Added June 8, 2015)	N ⁽⁵⁾	P	P						

Table 1 Notes: (Amended May 13, 1985) (Amended June 14, 2010)
(Amended May 12, 2014)
5. But see Section XXI where, under certain conditions, such solar facilities will be allowed in the district.

(Submitted by the Planning Board)

There was much discussion pro and con regarding large scale arrays of solar panels. Doug Riley said we are not discussing whether someone has permission to do this – the use is allowed – but whether we want to regulate it. The Town cannot prohibit this use outright.

Michael Drengburg made a Motion to Amend the setbacks under (a), (b), and (c). He was allowed to confer with Town Counsel Jay Talerman to confirm the correct language for his Motion.

The language of the proposed Motion is as follows: that the following sentence be added at the end of XXI, subsection 9. “Dimension and Density Requirements” (a), (b), and (c) as shown in the warrant article above: *“All roadways, above ground utility poles, arrays and appurtenant structures necessary for the operation of a Commercial Solar Photovoltaic Installation shall be physically located a distance of 200 feet away from the nearest habitable structure on an adjacent lot.”*

So the affected sections would appear as follows:

For large-scale ground-mounted solar photovoltaic installations, front, side and rear setbacks shall be as follows:

- (a) Front yard: The front yard depth shall be at least 40 feet; provided, however, that where the lot abuts designated Conservation land or land currently used for Recreational purposes, the front yard shall not be less than 50 feet, and where the lot abuts a Residential District, the front yard shall provide a treed fifty foot (50’) wide buffer from all Town roads and residential properties, except as provided in

- (d) below. *All roadways, above ground utility poles, arrays and appurtenant structures necessary for the operation of a Commercial Solar Photovoltaic Installation shall be physically located a distance of 200 feet away from the nearest habitable structure on an adjacent lot.*
- (b) Side yard: Each side yard shall have a depth at least 20 feet; provided, however, that where the lot abuts designated Conservation land or land currently used for Recreational purposes, the side yard shall not be less than 50 feet, and where the lot abuts a Residential District, the side yard shall provide a treed fifty foot (50') wide buffer from all Town roads and residential properties, except as provided in (d) below. *All roadways, above ground utility poles, arrays and appurtenant structures necessary for the operation of a Commercial Solar Photovoltaic Installation shall be physically located a distance of 200 feet away from the nearest habitable structure on an adjacent lot.*
- (c) Rear yard: The rear yard depth shall be at least 30 feet; provided, however, that where the lot abuts designated Conservation land or land currently used for Recreational purposes, the rear yard shall not be less than 50 feet, and where the lot abuts a Residential District, the rear yard shall provide a treed fifty foot (50') wide buffer from all Town roads and residential properties, except as provided in (d) below. *All roadways, above ground utility poles, arrays and appurtenant structures necessary for the operation of a Commercial Solar Photovoltaic Installation shall be physically located a distance of 200 feet away from the nearest habitable structure on an adjacent lot.*
- (d) Subject to application for and receipt of a Special Permit, natural sight barriers (which shall include without limitation rivers, upland gradients, and any wetland setbacks required by the Millis Conservation Commission pursuant to applicable law) may be considered by the Planning Board as a basis for reducing the 50' treed buffer requirement of (a), (b) and (c) above.

A Voice Vote on the proposed Amendment **Passed Unanimously** (Majority Vote required). Moderator declared it as Passed by Majority Vote.

Then a Voice Vote on the Amended Article **PASSED UNANIMOUSLY**. Moderator declared it as Passed by 2/3rd Majority (none in opposition). (2/3rd Majority Vote Required)

ARTICLE 22. To see if the Town will vote to **amend the Zoning By-Laws**, as most recently amended, by amending the section identified herein as follows:

By amending Section II, Definitions, "**Parking Space**"

From:

"An off-street space at least 9 ft. in width and 21 ft. in length, having an area of not less than 189 sq. ft., plus access and maneuvering space, whether inside or outside a structure for exclusive use as a parking stall for one motor vehicle.

To: "An off-street space at least 9 ft. in width and 19 ft. in length, having an area of not less than 171 sq. ft.," plus access and maneuvering space, whether inside or outside a structure for exclusive use as a parking stall for one motor vehicle.
(Submitted by the Planning Board)

Motion made to Dismiss this Article.

PASSED by Majority Vote (Simple Majority Vote Required) (none in opposition) that the Town **DISMISS** Article 22.

ARTICLE 23. To see if the Town will vote to **amend the Zoning By-Laws**, as most recently amended, by adding the section identified herein as follows:

1) Amend Section VIII. "Off-Street Parking and Loading Regulations", subsection B "General", by adding the following:

6. In order to reduce the overall impervious surface of off-street parking areas, the Planning Board may allow by Special Permit, the use of **parking spaces** designed for cars smaller than full size, hereinafter called "**compact cars**", and still count toward the overall number of spaces required, as follows:

- a. The dimensional requirements of compact car parking spaces shall be 8' x 16' (128 sq ft).
- b. In parking lots containing more than 20 spaces, up to thirty-three (33%) of parking spaces may be designed for use by compact cars. In parking lots with 20 or fewer parking spaces, spaces designed for use by compact cars are not permitted.
- c. Compact car parking spaces shall be located in one (1) or more contiguous areas and shall not be intermixed with spaces designed for full size cars.
- d. Compact car parking spaces shall be clearly designated by pavement marking and labeled as "Compact Car Parking Only."
- e. Compact car parking shall be designed as perpendicular or angled parking only. All parallel parking spaces shall be full sized spaces as defined in Section II of this By-Law.
- f. Approval shall be based upon determination by the Planning Board that safety will be adequately protected and that commonly employed engineering and planning standards have been met in full.
- g. For any reduction in total parking area obtained as a result of using compact parking spaces, an equal area of open space shall be provided in addition to the minimum open space required herein.

or to take any other action related thereto. (Submitted by the Planning Board)

There was much discussion pro and con on the issues presented. Would this apply to indoor parking or just outdoor? Richard Nichols said developers could use this if they wanted, but not required. As the Voice Vote was in doubt, a standing count was taken.

DOES NOT PASS by Standing Count: 60 Yes, 37 No (2/3rd Majority Vote required).

ARTICLE 24. To see if the Town will vote to **amend the Zoning Bylaw** of the Town of Millis by making the following changes thereto, by deleting the word "as" (underlined) and inserting the italicized and emboldened text shown Section XIII, Special Permit Conditions, subsection V., Recreational Marijuana Establishments, 2, General Regulations, as follows:

2. General Regulations: Marijuana Establishments, *as defined and limited to Marijuana Cultivators, Craft Marijuana Cooperatives, Marijuana Product Manufacturers, Marijuana Microbusinesses, Independent Testing Laboratories, Marijuana Retailers, Marijuana Transporters, Delivery Licensees (including Marijuana Couriers and Marijuana Delivery Operators) Marijuana Research Facilities, but expressly excluding Social Consumption Establishments, as each of those terms are defined in G.L. c., 94G, § 1, and 935 CMR 500.000,* may be permitted in the I-P-2 district pursuant to a Special Permit issued by the Planning Board, subject to the provisions of this Bylaw.

(Submitted by the Planning Board)

Richard Nichols of the Planning Board explained that this is so the Town can regulate **marijuana home delivery** companies. We cannot prohibit these businesses, but we can manage them.

PASSED by 2/3rds Majority Vote (2/3rds Majority Vote Required) (UNANIMOUS - none in opposition) that the Town amend the Zoning Bylaw of the Town of Millis by making the following changes thereto, by deleting the word "as" (underlined) and inserting the italicized and emboldened text shown Section XIII, Special Permit Conditions, subsection V., Recreational Marijuana Establishments, 2, General Regulations, as follows:

2. General Regulations: Marijuana Establishments, *as defined and limited to Marijuana Cultivators, Craft Marijuana Cooperatives, Marijuana Product Manufacturers, Marijuana Microbusinesses, Independent Testing Laboratories, Marijuana Retailers, Marijuana Transporters, Delivery Licensees (including Marijuana Couriers and Marijuana Delivery Operators) Marijuana Research Facilities, but expressly excluding Social Consumption Establishments, as each of those terms are defined in M.G.L. Ch. 94G, § 1, and 935 CMR 500.000,* may be permitted in the I-P-2 district pursuant to a Special Permit issued by the Planning Board, subject to the provisions of this Bylaw.

ARTICLE 25. To see if the Town will vote to add the following language to the end of Section 26 of Article V. of the **General Bylaws** (Permanent Building Committee):

"All Municipal Inspection Fees related to inspections of Municipal and School Projects which are under the general supervision and review of the Permanent Building Committee shall be waived. However, the actual costs of such inspections (if any) shall be borne by the project."

(Submitted by the Select Board)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town add the following language to the end of Section 26 of Article V. of the **General Bylaws** (Permanent Building Committee):

"All Municipal Inspection Fees related to inspections of Municipal and School Projects which are under the general supervision and review of the Permanent Building Committee shall be waived. However, the actual costs of such inspections (if any) shall be borne by the project."

ARTICLE 26. To see if the Town will vote to **authorize the sale** by auction or sealed bids of a 0.94 Acre **parcel of land off of Acorn Street** identified as Parcel ID 0033-0013 on Map 33, Lot 013 Book 4405, Page 585. (Submitted by the Select Board)

There was some discussion pro and con. The Parcel has no frontage, there is no need to sell at this time.

DOES NOT PASS by Voice Vote (2/3rds Majority Vote Required) (only a few in favor) that the Town authorize the sale by auction or sealed bids of a 0.94 Acre parcel of land off of Acorn Street identified as Parcel ID 0033-0013 on Map 33, Lot 013 Book 4405, Page 585.

ARTICLE 27. To see if the Town will vote to authorize the Select Board to enter into a Payment in Lieu of Taxes **Agreement (PILOT)** with Select Energy Development LLC pursuant to the provisions of M.G.L. Ch. 59, §38H(b), or any other enabling authority, for a period of up to 20 years in relation to a 215.67 kW DC, 166.6 kW AC Solar Array to be located on the **Clyde F. Brown Elementary School** at 7 Park Road, and further to authorize the Select Board to take any actions, and execute any other documents or ancillary agreements necessary, convenient, or appropriate to accomplish the foregoing, and to implement and administer the PILOT agreement, all of which agreements and documents shall be on such terms and conditions and for such consideration as the Select Board deems in the best interests of the Town. (Submitted by the Select Board)

PASSED by Majority Vote (Simple Majority Vote Required) (a few in opposition) that the Town authorize the Select Board to enter into a Payment in Lieu of Taxes **Agreement (PILOT)** with Select Energy Development LLC pursuant to the provisions of M.G.L. Ch. 59, §38H(b), or any other enabling authority, for a period of up to 20 years in relation to a 215.67 kW DC, 166.6 kW AC Solar Array to be located on the **Clyde F. Brown Elementary School** at 7 Park Road, and further to authorize the Select Board to take any actions, and execute any other documents or ancillary agreements necessary, convenient, or appropriate to accomplish the foregoing, and to implement and administer the PILOT agreement, all of which agreements and documents shall be on such terms and conditions and for such consideration as the Select Board deems in the best interests of the Town.

ARTICLE 28 To see if the Town will vote to transfer from Free Cash, the sum of **\$5,000 for Medicare/Medicaid Reimbursement Services**. (Submitted by the School Committee)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town transfer from Free Cash, the sum of **\$5,000 for Medicare/Medicaid Reimbursement Services**.

ARTICLE 29. To see if the Town will vote to transfer from Free Cash, the sum of **\$7,700 for the Unemployment Insurance Fund**. (Submitted by the Select Board)

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town transfer from Free Cash, the sum of \$7,700 for the **Unemployment Insurance Fund**.

ARTICLE 30. To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for the **Other Post-Employment Benefits (OPEB) fund**, or take any other action in relation thereto. (Submitted by the Select Board)

Motion made to DISMISS this Article as there are insufficient funds at this time and the Town is currently covering the annual costs through the Operating Budget.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town dismiss Article 30.

ARTICLE 31 To see if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for the **Stabilization Fund**, or take any other action in relation thereto. (Submitted by the Select Board)

Motion made to DISMISS this Article as there are insufficient funds at this time.

VOTED UNANIMOUSLY (Simple Majority Vote Required) that the Town dismiss Article 31.

James Angelo stood and made a motion to reconsider Article 20 (purchase of land on Village Street). The Moderator said this Motion was out of order at this time.

A motion was made, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die 6:15 PM, the business of the Warrant having been completed

Lisa Jane Hardin

Lisa Jane Hardin
Town Clerk

FY 2022 BUDGET

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 TM ADOPTED	FY22 TASB BUDGET
GENERAL GOVERNMENT						
SELECTMENTA						
SALARIES	\$233,816.78	\$237,126.36	\$246,501.20	\$283,942.15	\$303,566.66	\$341,289.63
EXPENSES	\$88,334.52	\$114,766.36	\$94,128.75	\$90,465.65	\$75,915.00	\$68,765.00
TOTAL	\$302,151.30	\$351,892.72	\$340,629.95	\$394,408.00	\$379,481.66	\$410,074.63
FINANCE DIR/ACCOUNTANT						
SALARIES	\$205,283.93	\$212,226.96	\$241,632.04	\$249,301.00	\$252,412.54	\$264,304.28
EXPENSES	\$11,532.78	\$4,936.44	\$6,137.58	\$6,529.43	\$6,538.00	\$6,538.00
TOTAL	\$216,816.71	\$217,163.39	\$247,769.62	\$255,830.43	\$258,950.54	\$270,842.28
ASSESSORS						
SALARIES	\$122,338.66	\$117,420.48	\$123,260.02	\$120,684.05	\$125,012.33	\$134,169.04
EXPENSES	\$5,447.85	\$6,223.04	\$6,600.34	\$7,079.65	\$9,411.00	\$9,736.00
TOTAL	\$127,786.54	\$123,643.52	\$129,860.36	\$127,763.70	\$134,423.33	\$143,905.04
TREASURER/COLLECTOR						
SALARIES	\$186,291.49	\$195,022.42	\$195,087.94	\$217,017.37	\$221,247.87	\$230,797.04
EXPENSES	\$25,569.88	\$22,988.54	\$28,428.62	\$36,355.07	\$34,475.00	\$41,090.00
TOTAL	\$211,861.37	\$218,010.96	\$223,516.56	\$253,372.44	\$255,722.87	\$271,887.04
IT ADMINISTRATION						
SALARIES	\$15,935.88	\$16,415.00	\$2,449.00	\$612.28	\$0.00	\$80,000.00
EXPENSES	\$122,350.66	\$114,145.09	\$119,934.00	\$147,831.64	\$218,070.00	\$255,045.07
TOTAL	\$138,286.53	\$130,560.09	\$122,383.00	\$148,243.92	\$218,070.00	\$335,045.07
TOWN COUNSEL						
EXPENSES	\$100,209.34	\$94,665.57	\$95,854.25	\$101,032.79	\$81,000.00	\$95,000.00
TOTAL	\$100,209.34	\$94,665.57	\$95,854.25	\$101,032.79	\$81,000.00	\$95,000.00
TOWN CLERK						
SALARIES	\$86,842.06	\$87,649.42	\$90,170.38	\$100,685.90	\$96,952.79	\$101,563.21
EXPENSES	\$5,574.61	\$3,674.38	\$6,367.88	\$6,852.18	\$7,450.00	\$11,450.00
TOTAL	\$92,416.67	\$91,323.80	\$96,538.27	\$107,538.08	\$104,402.79	\$113,013.21

FY 2022 BUDGET

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 TM ADOPTED	FY22 TA/SS BUDGET
REGISTRARS						
SALARIES	\$643.76	\$567.00	\$777.82	\$663.00	\$1,280.00	\$1,298.00
EXPENSES	\$3,825.00	\$3,179.40	\$2,963.14	\$3,756.44	\$4,060.00	\$4,060.00
TOTAL	\$4,468.76	\$3,736.40	\$3,740.76	\$4,419.44	\$5,340.00	\$5,358.00
ELECTIONS						
SALARIES	\$22,447.08	\$7,816.35	\$11,686.10	\$18,284.47	\$26,001.00	\$15,814.00
EXPENSES	\$10,629.66	\$5,347.35	\$12,015.83	\$12,428.63	\$14,400.00	\$12,350.00
TOTAL	\$33,076.74	\$14,163.70	\$23,673.93	\$30,713.10	\$41,201.00	\$28,164.00
PLANNING BOARD						
SALARIES	\$20,532.82	\$21,166.00	\$21,216.80	\$22,370.20	\$21,937.42	\$22,953.30
EXPENSES	\$3,704.39	\$5,330.03	\$5,399.80	\$3,189.81	\$9,425.00	\$9,425.00
TOTAL	\$24,237.17	\$26,496.03	\$26,576.40	\$25,560.01	\$31,362.42	\$32,378.30
CONSERVATION						
SALARIES	\$15,427.26	\$13,551.40	\$13,300.80	\$16,921.15	\$16,559.52	\$17,314.46
EXPENSES	\$2,345.74	\$2,866.13	\$2,737.05	\$2,296.11	\$4,771.00	\$4,771.00
TOTAL	\$17,773.00	\$16,407.53	\$16,037.85	\$19,317.26	\$21,330.52	\$22,081.46
ZONING BOARD						
SALARIES	\$5,525.38	\$3,806.22	\$4,599.30	\$4,810.68	\$5,018.88	\$5,039.13
EXPENSES	\$2,853.40	\$1,705.02	\$1,978.56	\$1,674.36	\$1,900.00	\$1,900.00
TOTAL	\$8,378.78	\$5,311.24	\$6,577.86	\$6,485.04	\$6,918.88	\$6,939.13
TOWN BUILDINGS						
SALARIES	\$73,631.07	\$78,031.30	\$95,686.28	\$84,217.72	\$95,305.63	\$90,555.00
EXPENSES	\$263,263.32	\$270,207.07	\$215,939.63	\$229,370.40	\$205,980.00	\$208,480.00
TOTAL	\$336,794.39	\$298,238.37	\$311,601.91	\$313,588.12	\$291,285.63	\$299,035.00

FY 2022 BUDGET

<i>Department Breakdown</i>	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	TM ADOPTED	FY22 TAISB BUDGET
FINANCE COMMITTEE						
SALARIES	\$5,149.71	\$5,354.70	\$6,012.47	\$7,323.54	\$6,100.00	\$6,800.00
EXPENSES	\$7,060.76	\$7,704.60	\$9,165.18	\$14,368.25	\$17,160.00	\$17,900.00
TOTAL	\$12,810.47	\$13,059.30	\$15,177.65	\$21,691.79	\$23,260.00	\$24,100.00
RESERVE FUND						
EXPENSES	\$88,419.97	\$86,260.14	\$4,529.95	\$42,000.00	\$50,000.00	\$50,000.00
TOTAL	\$88,419.97	\$86,260.14	\$4,529.95	\$42,000.00	\$50,000.00	\$50,000.00
GENERAL INSURANCE						
EXPENSES	\$361,356.34	\$402,340.00	\$457,207.00	\$505,272.00	\$541,943.64	\$569,040.82
TOTAL	\$361,356.34	\$402,340.00	\$457,207.00	\$505,272.00	\$541,943.64	\$569,040.82
EMPLOYEE BENEFITS						
EXPENSES	\$4,353,841.08	\$4,589,849.07	\$4,640,007.89	\$5,143,037.11	\$5,470,514.11	\$6,026,267.63
TOTAL	\$4,353,841.08	\$4,589,849.07	\$4,640,007.89	\$5,143,037.11	\$5,470,514.11	\$6,026,267.63
LINE 1 - GENERAL GOVT	\$6,430,695.16	\$5,695,148.09	\$6,361,699.23	\$7,470,172.73	\$7,914,143.39	\$8,703,121.62
PUBLIC SAFETY						
POLICE DEPARTMENT						
SALARIES	\$1,691,409.11	\$1,721,055.03	\$1,779,960.98	\$1,818,448.41	\$1,974,363.07	\$2,020,436.41
EXPENSES	\$121,251.64	\$228,768.85	\$260,203.83	\$243,401.57	\$238,524.90	\$241,524.00
TOTAL	\$1,612,660.75	\$1,949,823.88	\$2,040,164.91	\$2,061,849.98	\$2,212,887.97	\$2,261,960.41
FIRE/RESCUE DEPARTMENT						
SALARIES	\$1,052,733.69	\$1,225,596.80	\$1,464,027.59	\$1,498,613.59	\$1,553,165.39	\$1,578,395.50
EXPENSES	\$116,463.21	\$176,363.84	\$176,890.25	\$166,668.95	\$216,350.00	\$227,350.00
TOTAL	\$1,169,196.90	\$1,401,960.64	\$1,640,917.84	\$1,665,182.55	\$1,769,515.39	\$1,805,745.50

FY 2022 BUDGET

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 TM ADOPTED	FY22 TASB BUDGET
DISPATCH						
SALARIES	\$271,133.56	\$293,009.54	\$272,462.59	\$254,952.80	\$277,872.87	\$289,677.68
EXPENSES	\$3,232.74	\$10,333.12	\$8,496.61	\$10,707.00	\$9,250.00	\$9,250.00
TOTAL	\$274,366.30	\$288,342.66	\$280,959.20	\$265,659.80	\$287,122.87	\$295,927.68
BUILDING DEPT.						
SALARIES	\$163,786.40	\$168,544.83	\$197,765.49	\$242,457.80	\$225,361.21	\$231,648.04
EXPENSES	\$8,352.27	\$7,843.91	\$8,547.63	\$8,395.96	\$8,775.00	\$8,775.00
TOTAL	\$172,138.67	\$196,388.44	\$206,313.32	\$250,853.76	\$234,136.21	\$240,423.04
SEALER W&M						
SALARIES	\$3,090.00	\$3,165.00	\$3,163.00	\$3,262.92	\$3,163.00	\$3,428.63
EXPENSES	\$305.34	\$148.89	\$245.43	\$53.07	\$150.00	\$150.00
TOTAL	\$3,395.34	\$3,313.89	\$3,408.43	\$3,315.99	\$3,313.00	\$3,578.63
EMERG MGMT COMM						
SALARIES	\$715.00	\$737.00	\$737.00	\$755.00	\$1,500.00	\$1,537.50
EXPENSES	\$1,419.80	\$1,050.36	\$272.00	\$0.00	\$2,500.00	\$2,500.00
TOTAL	\$2,134.80	\$1,787.36	\$1,009.00	\$755.00	\$4,000.00	\$4,037.50
ANIMAL CONTROL						
SALARIES	\$76,516.18	\$77,195.16	\$78,818.89	\$79,824.91	\$83,270.00	\$83,270.00
EXPENSES	\$24,807.62	\$6,309.69	\$13,763.19	\$10,812.35	\$11,300.00	\$11,300.00
TOTAL	\$101,323.80	\$83,504.85	\$92,582.08	\$90,637.26	\$94,570.00	\$94,570.00
LINE 2 - PUBLIC SAFETY	\$3,535,216.56	\$3,907,079.92	\$4,265,314.78	\$4,358,274.74	\$4,685,564.54	\$4,706,244.76

FY 2022 BUDGET

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 TM ADOPTED	FY22 TASBE BUDGET
EDUCATION						
MILLIS SCHOOLS						
SALARIES	\$11,839,084.55	\$12,595,355.90	\$12,847,580.87	\$13,355,755.27	\$15,561,535.35	\$14,145,684.94
EXPENSES	\$2,381,418.00	\$2,084,853.70	\$2,040,542.81	\$2,377,414.25	\$2,910,955.78	\$3,027,435.61
TOTAL	\$14,200,504.15	\$14,591,215.60	\$14,888,103.78	\$15,733,169.52	\$16,472,531.13	\$17,173,130.55
LINE 3 - MILLIS SCHOOLS	\$14,200,504.15	\$14,591,215.60	\$14,888,103.78	\$15,733,169.52	\$16,472,531.13	\$17,173,130.55
TRICOUNTY SCHOOL						
EXPENSES	\$347,430.00	\$445,572.00	\$515,587.00	\$507,957.00	\$1,049,674.00	\$955,936.00
TOTAL	\$347,430.00	\$445,572.00	\$515,587.00	\$507,957.00	\$1,049,674.00	\$955,936.00
LINE 4 - TRICOUNTY	\$347,430.00	\$445,572.00	\$515,587.00	\$507,957.00	\$1,049,674.00	\$955,936.00
PUBLIC WORKS						
DPW HIGHWAY						
SALARIES	\$280,239.27	\$307,890.53	\$230,128.49	\$249,292.76	\$261,357.45	\$335,099.47
EXPENSES	\$325,054.14	\$334,544.97	\$412,623.16	\$400,246.06	\$384,342.00	\$366,771.00
TOTAL	\$605,293.41	\$642,425.50	\$642,751.65	\$649,538.82	\$645,699.45	\$724,870.47
EXPENSES	\$47,326.07	\$39,781.24	\$39,969.71	\$37,554.40	\$38,850.00	\$38,850.00
TOTAL	\$47,326.07	\$39,781.24	\$39,969.71	\$37,554.40	\$38,850.00	\$38,850.00
TRANSFER STATION						
SALARIES	\$29,853.10	\$26,800.93	\$27,218.31	\$24,530.07	\$27,447.27	\$60,821.04
EXPENSES	\$70,571.38	\$81,239.98	\$82,307.46	\$83,517.20	\$77,692.00	\$88,148.00
TOTAL	\$100,424.66	\$87,990.89	\$109,525.77	\$108,047.27	\$105,139.27	\$148,969.04

FY 2022 BUDGET

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	TM ADOPTED	FY21 ACTUAL	FY22 TASB BUDGET
SNOW & ICE							
SALARIES	\$58,649.13	\$108,769.94	\$60,003.84	\$53,342.69	\$43,000.00	\$48,000.00	\$48,000.00
EXPENSES	\$271,035.88	\$307,548.56	\$210,053.05	\$152,440.09	\$170,727.00	\$170,727.00	\$170,727.00
TOTAL	\$329,745.01	\$416,318.50	\$290,056.89	\$205,782.78	\$218,727.00	\$218,727.00	\$218,727.00
LINE 5 PUBLIC WORKS	\$1,062,789.15	\$1,186,426.13	\$1,062,304.02	\$1,001,035.27	\$1,006,383.72	\$1,006,383.72	\$1,131,416.51

HEALTH & HUMAN SERVICES

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	TM ADOPTED	FY21 ACTUAL	FY22 TASB BUDGET
BOARD OF HEALTH							
SALARIES	\$124,838.10	\$116,257.45	\$116,312.49	\$129,283.92	\$136,627.06	\$139,195.00	\$139,195.00
EXPENSES	\$5,090.09	\$5,796.61	\$4,198.39	\$5,319.09	\$7,215.00	\$7,575.00	\$7,575.00
TOTAL	\$129,928.19	\$122,054.06	\$120,510.88	\$134,602.91	\$143,842.06	\$146,770.00	\$146,770.00

COUNCIL ON AGING

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	TM ADOPTED	FY21 ACTUAL	FY22 TASB BUDGET
SALARIES	\$86,993.62	\$95,441.26	\$101,325.84	\$92,268.13	\$114,600.81	\$140,320.68	\$140,320.68
EXPENSES	\$8,434.00	\$8,092.34	\$8,446.99	\$12,262.00	\$6,434.00	\$9,934.00	\$9,934.00
TOTAL	\$95,427.62	\$103,533.60	\$109,772.83	\$104,530.13	\$123,034.81	\$150,254.68	\$150,254.68

VETERANS

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	TM ADOPTED	FY21 ACTUAL	FY22 TASB BUDGET
SALARIES	\$10,399.92	\$10,712.00	\$10,712.00	\$9,630.12	\$11,195.00	\$11,195.00	\$11,195.00
EXPENSES	\$29,567.32	\$31,993.35	\$32,892.28	\$22,073.97	\$38,700.00	\$38,700.00	\$38,700.00
TOTAL	\$39,967.24	\$42,705.35	\$43,604.28	\$31,704.09	\$49,895.00	\$49,895.00	\$49,895.00
LINE 6 HLTH/HUMN SERV	\$265,323.95	\$268,393.01	\$273,999.99	\$270,817.13	\$316,771.87	\$316,771.87	\$316,771.87

FY 2022 BUDGET

Department Breakdown	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	FY21 TM ADOPTED	FY22 TANSB BUDGET
CULTURE & RECREATION						
MEMORIAL DAY						
EXPENSES	\$1,827.00	\$1,886.22	\$1,816.00	\$1,797.46	\$1,828.00	\$1,828.00
TOTAL	\$1,827.00	\$1,886.22	\$1,816.00	\$1,797.46	\$1,828.00	\$1,828.00
LEGIN						
EXPENSES	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00
TOTAL	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00	\$4,053.00
LIBRARY						
SALARIES	\$239,384.31	\$243,941.00	\$245,651.02	\$268,378.02	\$264,618.77	\$266,988.00
EXPENSES	\$134,766.66	\$139,321.96	\$139,603.96	\$140,297.14	\$146,750.58	\$152,709.00
TOTAL	\$374,150.97	\$383,262.96	\$385,254.98	\$408,675.16	\$411,369.35	\$419,697.00
RECREATION						
SALARIES	\$31,267.62	\$31,267.00	\$31,267.00	\$45,411.18	\$31,303.83	\$37,584.87
EXPENSES	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$2,000.00
TOTAL	\$31,267.62	\$31,267.00	\$31,267.00	\$45,411.18	\$41,303.83	\$39,584.87
HISTORICAL						
EXPENSES	\$6,489.02	\$6,479.73	\$6,487.92	\$8,432.17	\$6,493.00	\$6,483.00
TOTAL	\$6,489.02	\$6,479.73	\$6,487.92	\$8,432.17	\$6,493.00	\$6,483.00
OAK GROVE FARM COMM						
EXPENSES	\$1,636.00	\$1,525.49	\$1,629.98	\$4,209.20	\$5,636.00	\$5,636.00
TOTAL	\$1,636.00	\$1,525.49	\$1,629.98	\$4,209.20	\$5,636.00	\$5,636.00
LINE 7 CULTURE & RECREATION	\$419,422.81	\$428,274.40	\$430,508.88	\$471,178.17	\$489,683.18	\$527,291.87

FY 2022 BUDGET

<i>Department Breakdown</i>	FY17 ACTUAL	FY18 ACTUAL	FY19 ACTUAL	FY20 ACTUAL	TM ADOPTED	FY22 TA/RSB BUDGET
DEBT SERVICE						
PRINCIPAL	\$1,349,480.00	\$1,338,024.00	\$1,146,920.00	\$2,192,800.50	\$2,210,936.00	\$2,274,052.33
INTEREST	\$565,243.86	\$602,624.81	\$1,014,046.36	\$2,307,882.92	\$1,682,567.38	\$1,546,762.20
TOTAL	\$1,917,703.86	\$1,940,648.81	\$2,160,966.36	\$4,500,683.42	\$3,893,503.38	\$3,822,814.53
LINE 8 DEBT SERVICE	\$1,917,703.86	\$1,940,648.81	\$2,160,966.36	\$4,500,683.42	\$3,893,503.38	\$3,822,814.53
	\$375,205.44					
TOTAL BUDGET	\$28,199,084.54	\$29,462,959.66	\$30,678,484.04	\$34,613,107.98	\$35,750,277.21	\$37,383,110.52
	\$375,205.44	\$11,517.00	-\$5,058.60	\$0.00	\$0.00	\$0.00
TOTAL BUDGET	\$27,823,879.10	\$29,451,442.66	\$30,683,542.64	\$34,613,107.98	\$35,750,277.21	\$37,383,110.52
DISCRETIONARY	\$21,218,753.26	\$22,072,732.78	\$22,609,765.39	\$23,656,358.45	\$24,794,622.08	\$26,009,051.65
NON-DISCRETIONARY** Includes General Insurance, Benefits, Tri-County & Debt	\$6,605,125.84	\$7,378,709.88	\$8,073,777.25	\$10,956,749.53	\$10,955,655.13	\$11,374,058.98
	\$27,823,879.10	\$29,451,442.66	\$30,683,542.64	\$34,613,107.98	\$35,750,277.21	\$37,383,110.52

Sewer Enterprise

Sewer Department Revenue Summary

	FY2017	FY2018	FY2019	FY2020	FY2021 TM	FY2022 REQUESTS	FY2022 PROPOSED
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ADOPTED		
SEWER ENTERPRISE							
<i>Sewer Fund Revenue</i>							
Penalties/Interest	\$9,488	\$12,780	\$12,575	\$12,550	\$9,500	\$9,500	\$9,500
Service Fee (Revenue Ser)	\$1,075,820	\$1,083,633	\$1,119,796	\$1,132,842	\$1,235,000	\$1,381,210	\$1,403,344
Liens Added	\$46,611	\$40,489	\$27,273	\$50,006	\$25,000	\$25,000	\$25,000
Entrance Fees	\$140,400	\$81,180	\$157,845	\$205,020	\$77,450	\$100,000	\$100,000
Sewer Drain Layer L	\$550	\$650	\$550	\$1,050	\$1,000	\$1,000	\$1,000
Miscellaneous Revenue	\$1,000	\$0	\$0	\$0	\$13,995		\$0
Bank Account Interest	\$1,326	\$1,388	\$1,703	\$4,758	\$1,000	\$1,000	\$1,000
Other Revenue-Interest							\$0
Sewer Betterments	\$263,641	\$234,235	\$200,000	\$57,300	\$57,300	\$48,000	\$48,000
Sewer Surplus							
Transfer From Sp/Re							
Total	\$1,538,835	\$1,454,354	\$1,519,742	\$1,463,526	\$1,420,245	\$1,565,710	\$1,587,844

Sewer Enterprise

Sewer Department Budget Summary

**SEWER
ENTERPRISE**

*Personnel
Services*

Salary Department
Head
Salaries Clerical
Salaries Clerical
Overtime
Wages
Wages Overtime
Longevity
Stipends

	FY2017	FY2018	FY2019	FY2020	FY2021 TM ADOPTED	FY2022 REQUESTS	FY2022 PROPOSED
	ACTUAL	ACTUAL	ACTUAL	ACTUAL			
	\$23,824	\$25,064	\$28,664	\$30,405	\$31,762	\$33,369	\$33,369
	\$23,377	\$22,398	\$23,272	\$25,127	\$25,732	\$32,255	\$32,255
	\$1,436	\$1,305	\$1,460	\$2,729	\$1,000	\$3,000	\$3,000
	\$137,118	\$158,982	\$168,798	\$165,848	\$182,074	\$192,576	\$192,576
	\$11,445	\$12,762	\$13,350	\$11,225	\$15,392	\$15,392	\$15,392
	\$1,280	\$832	\$750	\$1,723	\$2,121	\$2,521	\$2,521
	\$7,694	\$8,220	\$9,163	\$9,469	\$8,070	\$9,300	\$9,300
Total	\$206,175	\$229,563	\$245,457	\$246,524	\$266,150	\$288,413	\$288,413

Expenses

Town Counsel

Services Engineering
Maintenance Contract
Police Details
Sewer Cleaning
EQUIPMENT HIRED
Supplies & Expenses
Stormwater
Water/Sewer
Telephone
Electricity
Postage
Clothing
Equipment
Equipment Repairs &
Maintenance
Diesel Fuel
CRPCD O&M Costs
CRPCD Assessment
Sewer LTD Principal
Sewer STD Principal
Sewer LTD Interest
Sewer STD Interest
Reserve Fund
Transfer to Capital
Transfer to General
Fund

		\$0	\$0				
	\$945	\$14,686	\$11,011	\$24,942	\$24,000	\$24,000	\$24,000
	\$0	\$0	\$3,583	\$7,400	\$12,000	\$12,000	\$12,000
	\$0	\$0	\$0	\$0	\$4,000	\$4,000	\$4,000
	\$0	\$0	\$0	\$795	\$10,175	\$10,175	\$10,175
	\$0	\$3,000	\$0	\$0	\$0	\$0	\$0
	\$31,410	\$36,658	\$19,419	\$38,311	\$24,251	\$30,000	\$30,000
			\$1,085	\$0	\$0	\$0	\$0
	\$584	\$612	\$661	\$684	\$0	\$0	\$0
	\$2,253	\$2,996	\$3,316	\$3,527	\$4,000	\$4,000	\$4,000
	\$15,727	\$18,933	\$20,608	\$19,180	\$21,850	\$21,850	\$21,850
	\$1,873	\$1,948	\$1,934	\$2,053	\$2,000	\$2,000	\$2,000
	\$2,120	\$2,349	\$2,813	\$2,756	\$3,075	\$3,075	\$3,075
	\$0	\$6,999	\$995	\$12,308	\$3,741	\$5,000	\$5,000
	\$9,002	\$1,608	\$1,629	\$554	\$13,620	\$13,620	\$13,620
	\$4,028	\$0	\$323	\$0	\$2,000	\$2,000	\$2,000
	\$207,420	\$247,728	\$312,300	\$276,580	\$290,676	\$354,000	\$354,000
	\$250,560	\$228,279	\$241,880	\$230,000	\$178,150	\$196,520	\$196,520
	\$230,000	\$244,000	\$195,000	\$253,290	\$240,000	\$228,333	\$228,333
	\$12,678	\$12,677	\$0	\$0	\$0	\$0	\$0
	\$64,614	\$158	\$61,075	\$68,140	\$51,975	\$97,601	\$97,601
	\$190	\$67,465	\$0	\$0	\$4,833	\$0	\$0
	\$0	\$0	\$0	\$0	\$50,000	\$50,000	\$50,000
	\$0	\$0	\$183,691	\$0	\$0	\$0	\$0
	\$165,447	\$173,719	\$197,539	\$202,778	\$213,749	\$219,093	\$241,227
Total	\$998,851	\$1,063,816	\$1,258,862	\$1,143,297	\$1,154,095	\$1,277,297	\$1,299,431
TOTAL BUDGET	\$1,205,026	\$1,293,379	\$1,504,318	\$1,389,822	\$1,420,245	\$1,565,710	\$1,587,844

Water Enterprise

Water Department Revenue Summary

	FY2017	FY2018	FY2019	FY2020	FY2021 TM	FY2022	FY2022
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ADOPTED	REQUESTS	PROPOSED
WATER ENTERPRISE							
<i>Water Fund Revenue</i>							
Penalties/Interest	\$10,642	\$13,219	\$13,044	\$15,294	\$10,500	\$10,500	\$10,500
Usage Charges							
Service Fee (Revenue Ser)	\$922,252	\$876,623	\$1,042,542	\$1,062,040	\$1,228,241	\$1,267,128	\$1,294,182
Liens Added	\$50,120	\$43,923	\$30,666	\$53,564	\$50,000	\$50,000	\$50,000
Paine Well	\$329,171	\$355,860	\$399,339	\$432,060	\$300,000	\$350,000	\$350,000
Entrance Fees	\$57,200	\$74,590	\$176,335	\$230,025	\$75,000	\$100,000	\$100,000
Meter On/Off Charge	\$1,025	\$812	\$1,469	\$2,096	\$1,000	\$1,000	\$1,000
Water Cross Connect	\$6,500	\$7,375	\$8,090	\$7,739	\$7,500	\$7,500	\$7,500
Water Drain Layer L	\$650	\$950	\$800	\$800	\$700	\$700	\$700
Miscellaneous Final	\$6,120	\$5,265	\$4,185	\$9,411	\$15,000	\$10,000	\$10,000
Miscellaneous Revenue	\$12,730	\$8,128	\$27,958	\$25,400	\$0		\$0
Bank Account Interest	\$1,384	\$1,427	\$2,542	\$9,992	\$1,000	\$1,000	\$1,000
Capital Assessment							
Water Surplus (Balance Budget)							
Water Surplus							
Total	\$1,397,794	\$1,388,171	\$1,706,971	\$1,848,421	\$1,688,941	\$1,797,828	\$1,824,882

Water Enterprise

Water Department Budget Summary

	FY2017	FY2018	FY2019	FY2020	FY2021 TM	FY2022	FY2022
WATER ENTERPRISE	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ADOPTED	REQUESTS	PROPOSED
<i>Personnel Services</i>							
Salary Department Head	\$40,699	\$42,817	\$48,967	\$51,941	\$54,259	\$55,615	\$55,615
Salaries Clerical	\$29,583	\$29,715	\$30,026	\$32,187	\$33,033	\$42,641	\$42,641
Salaries Clerical Overtime	\$2,918	\$1,996	\$1,954	\$4,379	\$3,000	\$5,000	\$5,000
Wages	\$164,687	\$190,010	\$204,280	\$193,982	\$225,537	\$234,177	\$234,177
DPW License Fee	\$5,770	\$7,665	\$7,626	\$7,967	\$0	\$1,456	\$1,456
Wages Overtime	\$34,082	\$45,693	\$63,087	\$34,755	\$50,000	\$50,000	\$50,000
Longevity	\$1,878	\$1,458	\$0	\$2,108	\$2,541	\$2,941	\$2,941
Stipends	\$8,094	\$8,970	\$9,163	\$9,185	\$17,810	\$17,620	\$17,620
Total	\$287,710	\$328,323	\$365,102	\$336,504	\$386,180	\$409,449	\$409,449

Water Enterprise

Water Department Budget Summary Continued

	FY2017	FY2018	FY2019	FY2020	FY2021 TM ADOPTED	FY2022 REQUESTS	FY2022 PROPOSED
	ACTUAL	ACTUAL	ACTUAL	ACTUAL			
WATER ENTERPRISE							
<i>Expenses</i>							
Testing Water	\$9,255	\$9,310	\$9,069	\$42,435	\$14,000	\$30,000	\$30,000
Town Counsel		\$4,500	\$0	\$0	\$0		\$0
Services Engineering	\$30,112	\$15,694	\$14,485	\$44,152	\$30,000	\$30,000	\$30,000
Police Details	\$3,839	\$5,119	\$5,524	\$815	\$9,000	\$9,000	\$9,000
Training	\$4,510	\$470	\$2,240	\$1,016	\$4,000	\$4,000	\$4,000
Inspections	\$0	\$0	\$170	\$1,800	\$4,000	\$4,000	\$4,000
Equipment Hired	\$20,620	\$28,785	\$38,883	\$19,964	\$33,000	\$33,000	\$33,000
Supplies & Expenses	\$133,281	\$111,717	\$129,506	\$111,159	\$100,000	\$110,000	\$110,000
Propane Gas	\$4,134	\$5,632	\$5,851	\$2,505	\$7,331	\$7,331	\$7,331
Stormwater			\$3,744	\$0	\$0		\$0
Water/Sewer	\$584	\$612	\$661	\$684	\$0		\$0
Telephone	\$3,960	\$5,036	\$4,839	\$4,524	\$7,000	\$7,000	\$7,000
Electricity	\$93,728	\$106,764	\$97,156	\$96,287	\$106,551	\$106,651	\$106,651
Postage	\$2,367	\$1,948	\$2,683	\$3,326	\$4,450	\$4,450	\$4,450
Clothing	\$2,589	\$2,986	\$3,917	\$3,436	\$4,000	\$5,000	\$5,000
Advertising	\$1,455	\$557	\$1,068	\$495	\$2,000	\$2,000	\$2,000
Membership	\$770	\$770	\$895	\$1,008	\$1,000	\$1,000	\$1,000
Equipment	\$27,292	\$7,708	\$11,996	\$23,409	\$22,000	\$22,000	\$22,000
Vehicle Supply/Repair	\$3,719	\$9,367	\$4,742	\$7,111	\$12,000	\$12,000	\$12,000
Diesel Fuel	\$5,866	\$5,484	\$10,744	\$9,906	\$5,203	\$10,000	\$10,000
Miscellaneous Expense	\$19,511	\$23,168	\$22,088	\$22,346	\$28,958	\$28,958	\$28,958
Water LTD Principal	\$263,483	\$287,645	\$292,080	\$392,843	\$418,000	\$448,334	\$448,334
Water STD Principal	\$8,500	\$50,000	\$0	\$0	\$0	\$0	\$0
Water LTD Interest	\$85,690	\$91,581	\$83,902	\$186,132	\$174,189	\$195,876	\$195,876
Water STD Interest	\$85	\$13,110	\$0	\$13,165	\$4,833	\$0	\$0
Reserve Fund					\$50,000	\$50,000	\$50,000
Transfer to General	\$0		\$241,436	\$247,840	\$261,248	\$267,779	\$294,833
Transfer to Capital Farm & Walnut St. Tank			\$14,389	\$86,685	\$0		\$0
						\$214,000	\$214,000
Total	\$725,350	\$787,962	\$1,002,070	\$1,323,041	\$1,302,761	\$1,388,379	\$1,415,433
TOTAL BUDGET	\$1,013,060	\$1,116,286	\$1,367,172	\$1,659,544	\$1,688,941	\$1,797,828	\$1,824,882

Stormwater Enterprise

Stormwater Department Revenue Summary

	FY2017	FY2018	FY2019	FY2020	FY2021 TM	FY2022	FY2022
<u>STORMWATER ENTERPRISE</u>	<u>ACTUAL</u>	<u>ACTUAL</u>	<u>ACTUAL</u>	<u>ACTUAL</u>	<u>ADOPTED</u>	<u>REQUESTS</u>	<u>PROPOSED</u>
<i>STORMWATER Fund Revenue</i>							
Penalties/Interest			\$4,510	\$3,503	\$0		
Service Fee (Revenue Ser)			\$606,084	\$618,509	\$600,000	\$600,000	\$600,000
Liens Added				\$30,111	\$0		
Total			\$610,594	\$652,123	\$600,000	\$600,000	\$600,000

Stormwater Enterprise

Stormwater Department Budget Summary

	FY2017	FY2018	FY2019	FY2020	FY2021 TM	FY2022	FY2022
	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ADOPTED	REQUESTS	PROPOSED
STORMWATER ENTERPRISE							
<i>Personnel Services</i>							
Salary Department Head			\$21,498	\$22,803	\$23,821	\$24,417	\$24,417
Salaries Clerical			\$7,317	\$7,725	\$7,910	\$14,717	\$14,717
Salaries Clerical Overtime					\$2,000	\$2,000	\$2,000
Wages			\$103,398	\$112,015	\$117,926	\$116,204	\$116,204
Wages Overtime			\$2,357	\$1,570	\$23,000	\$23,000	\$23,000
Longevity			\$0	\$918	\$1,000	\$1,000	\$1,000
Stipends			\$0	\$0			\$0
Total			\$134,570	\$145,031	\$175,656	\$181,338	\$181,338
<i>Expenses</i>							
Town Counsel			\$0				
SERVICES			\$34,005	\$87,072	\$74,000	\$74,000	\$74,000
ENGINEERING							
POLICE DETAILS			\$2,761	\$3,508	\$3,000	\$3,000	\$3,000
TRAINING			\$5,825	\$4,066	\$4,000	\$4,000	\$4,000
INSPECTIONS			\$6,594	\$12,350	\$23,000	\$23,000	\$23,000
EQUIPMENT HIRED			\$22,688	\$19,089	\$24,080	\$24,080	\$24,080
SUPPLIES & EXPENSES			\$9,579	\$2,573	\$10,000	\$10,000	\$10,000
HEAT & FUEL			\$0	\$0	\$9,563	\$9,563	\$9,563
POSTAGE			\$2,510	\$116	\$2,500	\$2,500	\$2,500
UNIFORM/CLEANING			\$1,517	\$1,632	\$1,600	\$1,600	\$1,600
PUBLIC ED & OUTREACH			\$20,501	\$13,553	\$12,000	\$12,000	\$12,000
VEHICLE			\$8,206	\$9,326	\$25,000	\$25,000	\$25,000
SUPPLY/REPAIR							
MISCELLANEOUS EXPENSE			\$2,493	\$15,685	\$4,298	\$4,298	\$4,298
RESERVE FUND					\$50,000	\$50,000	\$50,000
TRANSFER TO GENERAL FUND			\$129,272	\$132,266	\$139,173	\$142,652	\$157,340
Total	\$0	\$0	\$245,951	\$301,237	\$382,214	\$385,693	\$400,381
TOTAL BUDGET	\$0	\$0	\$380,521	\$446,269	\$557,870	\$567,031	\$581,719

MILLS PERSONNEL PLAN SCHEDULES

FY2022

7/1/21 Effective Date
SCHEDULE A
CLASSIFICATION PLAN
SALARIED-WEEKLY AND STIPENDS
GRADE POSITION

STEP	1	2	3	4	5	6	7	8	9	10
17 DIRECTOR OF PUBLIC WORKS	\$ 2,385.20	\$ 2,592.40	\$ 2,851.20	\$ 2,411.60	\$ 2,475.00	\$ 2,656.20	\$ 2,696.80	\$ 2,893.60	\$ 2,730.00	\$ 2,786.40
16 VACANT	\$ 1,806.60	\$ 1,845.20	\$ 1,886.00	\$ 1,820.20	\$ 1,872.80	\$ 2,017.60	\$ 2,083.20	\$ 2,108.40	\$ 2,165.20	\$ 2,205.00
15 VACANT	\$ 1,701.74	\$ 1,740.57	\$ 1,778.40	\$ 1,816.81	\$ 1,850.72	\$ 1,902.72	\$ 1,945.73	\$ 1,988.78	\$ 2,033.90	\$ 2,080.06
12 OPERATIONS SUPPORT MANAGER	\$ 1,380.00	\$ 1,471.90	\$ 1,452.80	\$ 1,486.80	\$ 1,516.80	\$ 1,653.20	\$ 1,698.40	\$ 1,624.40	\$ 1,660.00	\$ 1,697.60
11 UNFILED	\$ 1,298.66	\$ 1,317.10	\$ 1,345.96	\$ 1,376.52	\$ 1,408.31	\$ 1,458.88	\$ 1,470.33	\$ 1,506.46	\$ 1,537.60	\$ 1,573.10
11A* CON DIRECTOR*	\$ 865.68	\$ 893.30	\$ 893.30	\$ 945.55	\$ 966.80	\$ 990.00	\$ 1,010.81	\$ 1,045.06	\$ 1,057.00	\$ 1,091.56
10C* PLUMBING GAS INSPECTOR ELECTRICAL INSPECTOR	Stipend of \$6,437/year plus \$40 per inspection									
9A* DEP. BUILDING INSPECTOR	Stipend of \$12,587/year plus \$40 per inspection									
9B* DEP. PLUMBING GAS INSPECTOR 1	Stipend of \$8,100/year plus \$40 per inspection									
9C* DEP. PLUMBING GAS INSPECTOR 2	Stipend of \$6,150/year plus \$40 per inspection									
9D* DEP. ELECTRICAL INSPECTOR 1	Stipend of \$8,150/year plus \$40 per inspection									
9E* DEP. ELECTRICAL INSPECTOR 2	Stipend of \$6,150/year plus \$40 per inspection									
9F* LOCAL BUILDING INSPECTOR	Stipend of \$8,150/year plus \$40 per inspection									
* = Paid line										
HOURLY GRADE	POSITION									
PS4 DISPATCHER/PART TIME	\$ 18.28	\$ 19.73	\$ 20.21	\$ 20.68	\$ 21.12	\$ 21.61	\$ 22.09	\$ 22.59	\$ 23.10	\$ 23.63
PUBLIC SAFETY GRADE	POSITION									
PS9 DEPUTY FIRE CHIEF/EMT*	\$ 33.26	\$ 34.00	\$ 34.78	\$ 35.53	\$ 36.36	\$ 37.15	\$ 38.00	\$ 38.86	\$ 39.74	\$ 40.61
PS8 STIPEND YEAR VACANT	\$ 1,965.18									
PS8	\$ 30.81	\$ 31.48	\$ 32.19	\$ 32.92	\$ 33.66	\$ 34.41	\$ 35.18	\$ 35.98	\$ 36.79	\$ 37.61
PS6 FIRE CAPTAIN/EMT										
PS4	\$ 27.44	\$ 28.06	\$ 28.68	\$ 29.33	\$ 29.98	\$ 30.66	\$ 31.34	\$ 32.06	\$ 32.76	\$ 33.51
PS4 FIRE LIEUTENANT/EMT	\$ 987.33									
PS2	\$ 24.21	\$ 24.74	\$ 25.30	\$ 25.85	\$ 26.47	\$ 27.02	\$ 27.65	\$ 28.25	\$ 28.89	\$ 29.54
PS2 FIRE FIGHTER/EMT	\$ 797.45									
PS2 STIPEND YEAR	\$ 21.55	\$ 22.04	\$ 22.37	\$ 23.02	\$ 23.63	\$ 24.06	\$ 24.61	\$ 25.14	\$ 25.71	\$ 26.30
PS2 POLICE OFFICER	\$ 595.53									
PS2 LOCKSMITH/KEEPER	\$ 30.91	\$ 31.37	\$ 31.71	\$ 22.36	\$ 23.86	\$ 23.96	\$ 23.86	\$ 24.43	\$ 24.98	\$ 25.53
EMT STIPEND	\$ 1,175.68									
SCHOOL TRAFFIC SUPERVISORS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

MILLIS PERSONNEL PLAN SCHEDULES

FY2022

7/1/21 Effective Date

SCHEDULE A
CLASSIFICATION PLAN
SALARIED-WEEKLY AND STIPENDS
GRADE POSITION

APPOINTED SPECIALS

EMERGING/DIR/SP/CR/CO/CONT/ST	CLASSIFICATION	GRADE	POSITION	PER	YEAR	CLASS	MIN. WAGE	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	CLASS A MOTOR VEHICLE OPERATOR	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	DIR. VETERANS SERVICES	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	ELECTION WORKER-CENSUS TAKER	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	RESERVE POLICE DETAIL RATE	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	DPW SEASONAL WORKER	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	LIBRARY PAGE	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	BOARD OF REGISTRARS-CHAIR	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	BOARD OF REGISTRARS-MEMBER	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	SNOW CONTRACTOR NIGHTS, WEEKENDS	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	SNOW CONTRACTOR TAIL-UP	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	SNOW CONTRACTOR NIGHTS, WEEKENDS	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	SNOW MANAGEMENT STIPEND AFTER 12 STORMS	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	BOARD OF ASSESSORS MEMBER	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	DEPUTY ANIMAL CONTROL WEEKEND COVERAGE	\$ 1,116.74	PER	YEAR
	EMERGING/DIR/SP/CR/CO/CONT/ST	15003	EMERGING/DIR/SP/CR/CO/CONT/ST	\$	YEAR	DEPUTY ANIMAL CONTROL WEEK/NIGHT COVERAGE	\$ 1,116.74	PER	NIGHT

** Change to State Min Wage -1/1/2022 14.25

Capital Planning Committee Priorities for May 2021 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	PFAS Design - D'Angelis water treatment plan Phase 1	\$197,900	Grant funding has been obtained to cover this cost.
DPW	PFAS Design - D'Angelis water treatment plan Phase 2	200,000	
DPW	PFAS Design - Wells 3-6	255,600	
Fire	Ambulance Replacement	350,000	
School	2 Special education vans	103,500	
DPW	Water Systems Emergency Response Plan Update	30,000	
Town Administration	VMB Fire Alarm Replacement	63,024	
DPW	Village/Birch street stormwater upgrades	711,728	
	Subtotal	\$1,911,752	
Medium priorities			
Police	Cruiser (to replace car 44)	\$47,872	
Council on Aging	Kitchen update	25,000	
Assessor's office	iPad and software for assessor's office	18,595	
School	Apple computer lease	69,900	
School	Bus replacement	103,500	
	Subtotal	\$264,867	
Lower priorities			
School	Skid Steer	\$57,135	Recommend deferral to later date
COA	Handicapped Van	60,000	Recommend deferral to later date
Council on Aging	Flooring VMB Room 21	8,000	Recommend deferral to later date
COA	Vehicle	30,000	Recommend deferral to later date
Building department	Filing system	7,373	Recommend deferral to later date
	Subtotal	\$162,508	
Total		\$2,339,127	

FALL 2021 TOWN MEETING ARTICLE LIST

1. Unpaid Bills
2. FY22 Operational Budget Adjustments
3. Capital Items
4. Water Treatment Plant - PFAS
5. New Ambulance
6. New Fire Engine
7. Senior Work Program Tax Abatement Adjustment
8. Stormwater Bylaw Regulation Amendment
9. Request Special Act – Town Charter Changes
10. Tree Pruning/Removal
11. Funding for FY21 Snow & Ice Deficit
12. Unemployment Account
13. OPEB Funding
14. Establish Ch. 41 Section 111F Injury Leave Indemnity Fund
15. Rescind Balance of Unneeded Borrowing Authorizations

**TOWN OF MILLIS
FALL ANNUAL TOWN MEETING
MONDAY, NOVEMBER 8, 2021**

The Fall Annual Business Meeting of the Town of Millis was held on Monday, November 8, 2021 at the Millis Middle/High School and was called to order by the Moderator, Donna Cabbibo, at 7:32 pm.

The Town Warrant calling this business meeting was signed on October 12, 2021 by the Select Board members Peter C. Jurmain, Erin T. Underhill and Craig W. Schultze and was posted on October 22, 2021, by Helen R. Kubacki, Constable, in accordance with the by-laws of the Town of Millis.

Voting List Inspectors:	Christine McCaffrey	Susanne Locklin
	Bonnie Hilton	Carole McColl
Jessica Petrush	Susan Ferzoco	Pat Sjogren
Helen Daly	Wendy Joseph	Meredith St. Sauveur
Enid Stepner	Bert Lannon	Barbara Chotkowski
		Mark Chotkowski

Tellers/Constable appointed and sworn in for the auditorium:	Christine McCaffrey	Susanne Locklin
	Bonnie Hilton	Carole McColl
Jessica Petrush	Susan Ferzoco	Pat Sjogren
Helen Daly	Wendy Joseph	Meredith St. Sauveur
Enid Stepner	Bert Lannon	Barbara Chotkowski
	Nathan Maltinsky (Constable)	Mark Chotkowski

The Moderator appointed James McCaffrey as Assistant Moderator, to be in charge of the voters sitting in the cafeteria. They are able to see and hear and speak and otherwise participate in the meeting in the auditorium via video feeds, mics, and various other technology.

Before commencing with the business of the meeting, the Moderator asked everyone present to join in pledging allegiance to the Flag. The Moderator then made opening remarks concerning the fifteen (15) business articles to be acted upon this evening. Officials elected and appointed to various Boards and Committees, the Town Administrator, and the Superintendent of Schools prepare article requests. These articles are presented to the Finance Committee which hears all the information. The Finance Committee, whose members are appointed by the Moderator, then makes recommendations to the citizens of Millis through the Finance Committee report and at Town Meeting itself. Town Meeting members present today will make the final decision on these budgets and articles.

Ms. Cabbibo introduced Town Officials present who help to prepare the Warrant: Select Board members Erin Underhill and Craig Schultze (Chair Peter Jermain was absent), Town Administrator Mike Guzinski, Finance Director Carol Johnston, Town Counsel Jay Talerman, Town Clerk Lisa Jane Hardin and Assistant Town Clerk Kathleen Smith.

The Moderator then gave a brief description of the protocol that the Finance Committee follows: the Committee members review all articles and budget proposals and present their recommendations for the Town Meeting audience. She also stated her role as Moderator was to be an independent elected official who presides over the Town Meeting to ensure a fair, orderly, open consideration of Warrant Articles.

The responsibilities of Town Meeting members include considering articles, debating the subject matter and making decisions by voting. A Finance Committee member makes the initial motion which will be seconded. This person will be recognized to present the rationale for acceptance or defeat of the article under consideration. The Moderator will then open the subject for discussion. All commentary must be directed through the Moderator.

These are some of the issues your Finance Committee, Town Administrator, and Select Board are trying to resolve on a regular basis. The Finance Committee attempts to balance all concerns of the Town and make appropriate recommendations. However, the final decisions will be made today by Town Meeting members. The business of the meeting then commenced.

The Moderator requested that she be allowed to declare a 2/3 voice vote has passed without a standing count. A **Motion** was made by the Moderator and seconded to approve for this Town Meeting that a counted vote need not be taken and that she may declare that a 2/3rd vote has been achieved with a voice vote. This **Motion PASSED** by Majority Vote (Majority Vote required).

A Motion was made by Peter Berube, Chair of the Finance Committee, and seconded that the reading of the Warrant and return of service thereof be omitted and it was voted. A Motion was made by Peter Berube and seconded that the Moderator be granted unanimous consent to omit the reading of the Articles and to refer to them by number and subject matter and it was voted. Mr. Berube introduced the Finance Committee members present: Jodie Garzon, Vice Chair, Doug Riley, Clerk, Joyce Boiardi, Cathy MacInness, Sara Reyes, John Steadman and Peter Underhill (Jim Borgman was absent).

ARTICLE 1: To see if the Town will vote to transfer from Free Cash the sum of **\$13,167.05**, transfer the sum of **\$357.00** from Sewer Enterprise Reserves, transfer the sum of **\$465.00** from Water Enterprise Reserves, and transfer the sum of **\$358.97** from Stormwater Enterprise Reserves, for a total sum of **\$14,348.02** for **unpaid bills** as written in the Warrant. (Submitted by Select Board)

DEPARTMENT	VENDOR	AMOUNT
Town Administrator	Eversource	\$5,568.99
Town Administrator	Eversource	\$2,432.41
Town Administrator	Verizon Wireless	\$ 86.45
Treasurer	The Boston Globe	\$1,510.01
Zoning Board	Gateway Media	\$ 754.08
Board of Health	WB Mason	\$ 36.86
Building Dept.	6/21 Mileage Reimb. Inspectors	\$ 174.44
DPW	Millis Police Dept. - Detail	\$ 204.00
Town Clerk	Election Systems & Software	\$ 30.00

DPW-Transfer Station Geosphere Envir. Mgmt.	\$ 1,348.50
Police CDW-G	\$ 936.00
Town Buildings Direct Energy	\$ 85.31
TOTAL GENERAL FUND UNPAID BILLS	\$13,167.05

DPW Millis Police Dept. - Detail	\$ 357.00
TOTAL SEWER ENTERPRISE UNPAID BILLS	\$ 357.00

DPW Microbac Laboratories Inc	\$ 465.00
TOTAL WATER ENTERPRISE UNPAID BILLS	\$ 465.00

DPW Millis Police Dept. - Detail	\$ 358.97
TOTAL STORMWATER ENTERPRISE UNPAID BILLS	\$ 358.97

TOTAL UNPAID BILLS **\$14,348.02**

VOTED UNANIMOUSLY (4/5th Vote Required) that the Town transfer from Free Cash the sum of **\$13,167.05**, transfer the sum of **\$357.00** from Sewer Enterprise Reserves, transfer the sum of **\$465.00** from Water Enterprise Reserves, and transfer the sum of **\$358.97** from Stormwater Enterprise Reserves, for a total sum of **\$14,348.02** for **unpaid bills** as written in the Warrant (see detail above).

ARTICLE 2: To see if the Town will vote to transfer from Marijuana Impact Fees (Free Cash) the sum of **\$184,478**, and transfer from Free Cash the sum of **\$65,000**, and transfer from Water Enterprise Receipts the sum of **\$214,000**, for a total sum of **\$463,478** for **additional wages and expenses** not sufficiently funded under Article 3 and Article 6 - Operating Budgets, of the May 1, 2021 Annual Town Meeting as written in the Warrant, except with the removal of the Town-wide Social Worker for \$60,000. (Submitted by Select Board)

<u>Department</u>	<u>Description of Expense</u>	<u>Total Expenses</u>
Fire	Additional Fire Repair Fund	\$ 50,000
Water Enterprise	Water Tank Maintenance	\$214,000
Various	SEIU Collective Bargaining Agreement	\$ 15,000
Transfer from Free Cash \$65,000 and from Water Enterprise Receipts \$214,000		

<u>Department</u>	<u>Description of Expense</u>	<u>Total Expenses</u>
Administration	Administrative Support for HCA	\$ 9,200.00
Board of Health	Cannabis use in e-cigarettes/vaping	\$ 4,000.00
Library	Extend Library Hours on Thursday evenings	\$11,388.00
Library	Extend Library Hours on Friday evenings	\$11,388.00
Police	School Resource Officer Salary	\$26,300.00
Police	Marijuana Training	\$45,000.00
Recreation	Teen Program Coordinator	\$ 9,200.00
School	School Adjustment Counselor - 0.6 FTE	\$40,637.00
School	Bridge Therapeutic Program Grade 8-0.2 FTE	\$12,365.00

School	Afterschool activities - Extended Day Program	\$ 10,000.00
School	Mental health programs with link to substances	\$ 5,000.00
School	Town-wide Social Worker	\$ 60,000.00
	From Marijuana Impact Funds -Request - FY2022	\$184,478.00

There was discussion regarding the Social Worker position. There is a need for one, but there needs to be more discussion between the School and Town as to how the hours would be delegated and what population the person would serve.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Marijuana Impact Fees (Free Cash) the sum of **\$184,478**, and transfer from Free Cash the sum of **\$65,000**, and transfer from Water Enterprise Receipts the sum of **\$214,000**, for a total sum of **\$463,478** for **additional wages and expenses** not sufficiently funded under Article 3 and Article 6 - Operating Budgets, of the May 1, 2021 Annual Town Meeting as written in the Warrant, except with the removal of the Town-wide Social Worker for \$60,000 (see detail above).

ARTICLE 3: To see if the Town will vote to transfer from Free Cash the sum of **\$495,348.75**, and transfer from Water Enterprise Reserves the sum of **\$12,508.75**, and transfer from Sewer Enterprise Reserves the sum of **\$12,508.75**, and transfer from Stormwater Enterprise Reserves the sum of **\$12,508.75**, for a total sum of **\$532,875** to fund the following **capital items**:

#	Department	Item	Cost
1.	Fire	Fire Alarm Master box at Library	\$ 15,000
2.	School	Walk in Freezer at Middle-Senior HS	\$ 45,000
3.	Police	Police Cruiser	\$ 51,444
4.	DPW	Snow Plow	\$ 12,850
5.	School	Elevator Upgrades at Middle-Senior HS	\$ 80,000
6.	COA	Freezer	\$ 8,031
7.	Oak Grove	Playground Renovation	\$127,006
8.	DPW	Excavator	\$ 50,035
9.	Assessors	iPad Software Update	\$ 22,762
10.	COA	Senior Center Upgrades	\$ 19,217
11.	Building	Filing System	\$ 18,000
12.	School	Steamer Kettle for Middle-Senior HS	\$ 50,000
13.	Energy	Charging Station (+ \$50,000 Grant)	\$ 26,800
14.	Cons Comm	Picnic Tables, Benches & Signs at Pleasant Meadow Park	\$ 6,730
(Submitted by Select Board)		Total	\$532,875

(See the Capital Planning Committee Priorities Chart attached at the end of these meeting minutes.)

Nate Maltinsky (Community Preservation Committee) asked about the status of Oak Grove Farm Playground renovations. He said his committee was willing to fund the renovation if put off until the May Town Meeting. There were questions regarding benefits of the Charging

Station versus cost to the Town. Bob Weiss, Energy Manager provided information and Pros/Cons were debated. Brutus Cantoreggi made a motion, which was seconded, to remove the Charging Station \$26,800 from the Capital Items list. This Amendment to the Main Motion passed by Standing Count 54 Yes to 53 No to remove the \$26,800 Charging Station from Art. 3.

The Amended Motion PASSED by Majority Vote (Majority Vote Required) to transfer from Free Cash the sum of **\$468,548.75**, from Water Enterprise Reserves the sum of **\$12,508.75**, from Sewer Enterprise Reserves the sum of **\$12,508.75**, and from Stormwater Enterprise Reserves the sum of **\$12,508.75**, for a total sum of **\$506,075** to fund the following **capital items**:

#	Department	Item	Cost
1.	Fire	Fire Alarm Master box at Library	\$ 15,000
2.	School	Walk in Freezer at Middle-Senior HS	\$ 45,000
3.	Police	Police Cruiser	\$ 51,444
4.	DPW	Snow Plow	\$ 12,850
5.	School	Elevator Upgrades at Middle-Senior HS	\$ 80,000
6.	COA	Freezer	\$ 8,031
7.	Oak Grove	Playground Renovation	\$127,006
8.	DPW	Excavator	\$ 50,035
9.	Assessors	iPad Software Update	\$ 22,762
10.	COA	Senior Center Upgrades (flooring)	\$ 19,217
11.	Building	Filing System	\$ 18,000
12.	School	Steamer Kettle for Middle-Senior HS	\$ 50,000
13.	Cons Comm	Picnic Tables, Benches & Signs at Pleasant Meadow Park	\$ 6,730
Total			\$ 506,075

ARTICLE 4: To see if the Town will vote to appropriate **\$5,600,000** to pay costs of making **water treatment plant improvements** at the D'Angelis Water Treatment Plant to address excessive levels of **PFAS** identified in Wells 1 and 2, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to M.G.L. Ch. 44, §8(4) or any other enabling authority, and to issue bonds or notes of the Town therefor. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. (Submitted by Select Board)

Mr. Theodore Iorio asked questions about the cost and how the treatment plant would work. Why is the state allowing the town to filter contaminated water to go back into the Charles River? Jim McKay, Director of the D.P.W., answered questions from Mr. Iorio. The Town

would receive a \$2.4 million grant from the American Rescuc Plan Act. There are 2,700 households and/or businesses served by Town Water.

VOTED UNANIMOUSLY (2/3rd Vote Required) to appropriate **\$5,600,000** to pay costs of making **water treatment plant improvements** at the D'Angelis Water Treatment Plant to address excessive levels of **PFAS** identified in Wells 1 and 2, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to M.G.L. Ch. 44, §8(4) or any other enabling authority, and to issue bonds or notes of the Town therefor. All or any portion of the borrowing authorized by this vote may be obtained through the Massachusetts Clean Water Trust. The Select Board is authorized to apply for, accept and expend any state or federal aid that is or may become available for these purposes and the total amount authorized to be borrowed by this vote shall be reduced to the extent of any federal or state grants received on account of this project. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

ARTICLE 5: To see if the Town will vote to appropriate **\$370,000** to pay costs of purchasing and equipping a **new Ambulance (A-1)**, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to **borrow** said amount under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. (Submitted by Select Board)

Questions from the residents regarding how many ambulances the town owns (2) and why Ambulance (A-1) can't be repaired instead of replaced. It is 15 years old with 140,000 miles. It will take 285 days to receive the new vehicle once it is ordered.

PASSED by 2/3rd Voice Vote (2/3rd Vote Required) (a few in opposition) that the Town appropriate **\$370,000** to pay costs of purchasing and equipping a **new Ambulance (A-1)**, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to **borrow** said amount under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

ARTICLE 6: To see if the Town will vote to appropriate **\$750,000** to pay costs of purchasing and equipping a **new Fire Engine**, including the payment of all costs incidental and related

thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to **borrow** said amount under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. (Submitted by Select Board)

A resident asked if the town has considered obtaining grants to help pay for the new fire engine. There weren't any at the present time. This would replace the 1987 Engine 1 which had an open air cab, no seatbelts and failed emissions tests. It would take 487 days to receive the vehicle after it was ordered.

PASSED by 2/3rds Voice Vote (2/3rd Vote Required) (a few in opposition) that the Town appropriate **\$750,000** to pay costs of purchasing and equipping a **new Fire Engine**, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to **borrow** said amount under and pursuant to M.G.L. Ch. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Ch. 44, §20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

ARTICLE 7: To see if the Town will vote to approve increasing the **Senior Tax Work Program** amount from **\$1,350** each year to **\$1,500** each year, pursuant to M.G.L. Ch. 59 §5K. (Submitted by Select Board)

The current hourly rate is the state's minimum wage. The current minimum wage is \$13.50/hour which will increase to \$14.25/hour on Jan. 1, 2022 and \$15/hour on Jan. 1, 2023. The total amount to be used in the program will not exceed \$31,500 in any given fiscal year. Each slot is 100 hours. There are 21 slots. Mr. Cantoreggi asked if Veterans can also participate in this program. Yes, Veterans and Seniors can participate in this program.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town approve increasing the **Senior Tax Work Program** amount from **\$1,350** each year to **\$1,500** each year, pursuant to M.G.L. Ch. 59 §5K.

ARTICLE 8: To see if the Town will vote to amend ARTICLE 1, Section 7.1 B of the Town's **Stormwater Regulations** by adding subsection 10 as follows:

"10. Setting bottom floor elevation of buildings a minimum of 2 feet above Seasonal High Groundwater Elevation (SHGWE)."

(Submitted by the Board of Health)

Mr. Mike Giampietro, Building Inspector, stated it will be difficult to enforce this change.

Discussion followed regarding the impact on the building code. Board of Health Director, John McVeigh stated that many residents have sump pumps and are impacted by water damage.

Local builder, Tom Roche, made a motion to amend Article 8 which was seconded to change the verbiage at the end of the current statement to read "Unless a groundwater drainage system (pump or gravity) designed by a registered professional engineer is installed."

The amendment passed by Voice Vote. Mr. Berube stated that the town should re-write the article.

The Main Motion as amended DID NOT PASS. (Majority Vote Required)

Mr. McCaffrey, Assistant Moderator in the cafeteria, asked to vacate the cafeteria so he could be involved in the debate on Article 9. Bonnie Hilton was appointed the new Assistant Moderator in the cafeteria. It was then determined that there were so few residents in the cafeteria that they would be requested to move into the auditorium. The Moderator **declared a five minute recess** to allow the residents to move into the auditorium.

The Moderator stated that Article 9 is lengthy and there are several different sections. A 2/3 vote will take place for each section and the vote will be binding. We are voting to petition the General Court to ask the State Legislature to change our Charter. The charter amendment does not take effect immediately, it must still go to the Legislature and then to a local ballot.

ARTICLE 9. To see if the Town will vote to petition the Massachusetts General Court to file for **Special Legislation** to amend the **Town of Millis Charter**, as follows:

Article IV. Elections and Other Elected Offices

Article IV-2: Other Elected Officers

By amending the language of subsection c. as follows:

- c. The Town Clerk shall be appointed, with said appointment to be made following the end of the term of Town Clerk who was elected as of the date of this amendment.

Article II. Legislative Branch

Section II-8 Finance Committee

By changing the title of "Finance Committee" to "Warrant and Finance Committee"

Article III. Executive Branch

Article III- 1 Board of Selectmen: Composition

By changing the title of "Board of Selectmen" to "**Select Board**".

By changing the number of members of the select board, as follows: The Executive powers of the town shall be vested in the select board consisting of five members; each elected by vote of

the registered voters of the town for a three-year term. For transitional purposes, a fourth member of the board shall be elected to a two-year term and a fifth member shall be elected to a three-year term at the first annual election following the date of approval of the increase to five members. The terms shall be so arranged that the term of at least one member expires each year.

Article III- 3 Powers of Appointment

By amending both paragraphs to read as follows:

The select board shall have the power to appoint the town administrator, the finance director, town counsel, town auditor, registrars of voters, permanent building committee, and such other town boards, commissions or committees as may be required for the proper administration, health or safety of the town, as well as individuals who are to serve as representatives of the town to the governing or advisory bodies of area, regional, or district authorities, and may terminate the same at their discretion.

Further, the select board shall have the power to appoint a three-member board of assessors for terms of three years, and may terminate the same at their discretion. The members of this board shall be made up of registered voters of the Town of Millis.

Section III-4: Town Administrator

1. By amending Heading to "Town Administrator - Chief Administrative Officer"
2. By deleting Sections III-4 and III-5 in their entirety and replace with the following:

Subsection 1: POWERS AND DUTIES

All executive powers of the town, except as otherwise provided in this Charter, shall be vested in the select board. It is the intent of this section that the select board shall exercise control over town affairs by recommending major courses of action to the town meeting and by setting policies to be carried out by the town administrator and other officers, boards, and commissions appointed by the select board. The select board shall appoint the town administrator, chief of police, fire chief, director of public works, finance director, and town clerk. The select board may request the town administrator to present candidates. The town administrator shall use best efforts to present the select board with at least two (2) candidates.

The town administrator shall be the chief administrative officer of the town, directly responsible to the select board for the administration of all town affairs for which the office of town administrator is given responsibility by this Charter. The powers and duties of the town administrator shall include, but are not intended to be limited to the following:

- (a) To supervise, direct, and be responsible for the efficient administration of all functions and activities for which the office of town administrator is given authority, responsibility or control by this Charter, by by-law, by town meeting vote, by vote of the select board, or otherwise.
- (b) To recommend appointments to the select board of chief of police, fire chief, director of public works, finance director, and town clerk.
- (c) To appoint, subject to the provisions of any collective bargaining agreements as may be applicable, all other department heads, officers, and employees for whom no other method of selection is provided by this Charter. Such appointments shall become effective on the fifteenth (15th) day following the day on which such notice of appointment is filed with the select board, unless the select board shall, within that period by a majority of all of its members, vote to reject such appointment, or has sooner voted to affirm it. Except as otherwise provided herein, all offices under the supervision of the town administrator as set forth in this section shall have the powers and duties set forth in the General Laws, the town bylaws and this Charter.
- (d) To be entrusted with the administration of the town personnel system; to administer the personnel policies and procedures and rules and regulations; and to administer the personnel by-law, the personnel plan, and collective bargaining agreements entered into by the town.
- (e) To attend all regular and special meetings of the select board, including executive sessions, unless excused in advance by the chair of said board, and shall have a voice, but no vote, in all its proceedings. However, the select board shall in no way be prohibited from conducting a meeting because of the lack of attendance of the town administrator.
- (f) To ensure that full and complete records of the financial and administrative activities of the town are kept.
- (g) To keep the select board fully advised as to the needs of the town and recommend to the select board and to other elected town officers and agencies for adoption such measures requiring action by them or by the town meeting as the town administrator may deem necessary or expedient. The town administrator shall keep the select board informed regarding issues affecting the administration and governance of the town, in a timely manner.
- (h) The town administrator shall be responsible for the maintenance, repair, and use, of all town land and buildings which fall under the jurisdiction of the select board.
- (i) To prepare and present to the select board an annual operating budget for the town; and to work in conjunction with the capital planning committee and the finance director to prepare a proposed capital improvement plan for the five (5) fiscal years next ensuing.
- (j) To negotiate, on behalf of the select board, all personnel contracts and collective bargaining agreements involving any subject within the jurisdiction of the office of the town administrator or select board, including contracts with town employees involving wages, hours and other

terms and conditions of employment. All such contracts and agreements shall be subject to the approval of the select board.

(k) To be the chief procurement officer for the town, in accordance with the provisions of the Massachusetts General Laws, and to appoint such assistant procurement officers as provided in Chapter 30B of the Massachusetts General Laws.

(l) To see that the provisions of the General Laws, this Charter, town by-laws, votes of the town meeting and of the select board which require enforcement by the town administrator are faithfully executed, performed or otherwise carried out.

(m) To prosecute, defend and compromise, subject to the approval of the select board, all litigation to which the town is a party, and to direct Town or Special Counsel with respect to such litigation.

(n) To inquire and make investigation, at any time, into the conduct and operation of office or performance of duties of any officer or employee, department, board, commission or other town agency.

(o) To attend all sessions of all town meetings, unless excused in advance by the chair of the select board, and respond, as directed by the Moderator, to questions raised by voters which relate to warrant articles and to matters over which the town administrator exercises any supervision.

(p) To coordinate the activities of all town agencies serving under the office of the town administrator and the office of the select board with those under the control of other officers and multiple member bodies elected directly by the voters. The town administrator shall have the right to attend and speak at any public meeting of any multiple member body (Except Executive Sessions).

(q) To seek out and work to obtain resources from federal, state and other governmental jurisdictions that further town purposes.

(r) To approve all payroll and expense warrants for payment of town funds. Such approval shall be sufficient authority to authorize payment of the same by the town treasurer. In the event of the absence of the town administrator, the select board shall approve such warrants. If a vacancy exists in the office of town administrator, the select board shall approve all such warrants, or, may delegate such responsibility to a temporary town administrator appointed pursuant to Subsection 3 of Article III Section III-4.

(s) To perform any other duties as are required to be performed by the town administrator by by-laws, administrative code, votes of the town meeting, or votes of the select board, or otherwise.

Subsection 2: ACTING TOWN ADMINISTRATOR

(a) Temporary Absence - With the approval of the Select Board, the Town Administrator may designate a qualified town administrative officer or employee to exercise the powers and perform the duties of the Town Administrator during an absence of the Town Administrator of not more than twenty (20) days, including Saturdays, Sundays and holidays. Such delegation shall be made by letter filed with the Town Clerk, the Finance Director, and the Select Board.

(b) Powers and Duties - The powers and duties of the temporary or acting town administrator, under subsection (a), above, shall be limited to matters not admitting of delay and shall include authority to make temporary, emergency appointments or designations to town office or employment but not to make permanent appointments, and designations, or to effectuate terminations.

(c) Interim Town Administrator. In the event of the absence of the Town Administrator in excess of twenty (20) days, resignation, or termination of the Town Administrator, the Select Board may appoint an interim town administrator to serve in such position until a permanent Town Administrator is appointed. Such interim town administrator shall have all the powers of the Town Administrator, except as may be limited by the engagement with the Select Board.

(Submitted by Select Board)

Discussion ensued. James McCaffrey (a previous Selectman and Moderator) addressed the method of revision of the Millis Home Rule Charter. The first page of the town charter adopted 45 years ago (May 2, 1977) states that the Home Rule Charter gives the townspeople the ability to govern themselves, including amending our Charter, without depending on the state legislature. For most changes, the process has three steps, propose an amendment, pass it at town meeting and then approve it at the next town election. There is no reason why the townspeople can't decide how they want our local government to run, rather than referring the matter to the state legislature. For a change to the number of members on the Select Board, the Charter has the additional requirement of a elected Charter Review Commission. Mr. McCaffrey suggested that the Town elect a commission to review the Charter and refer this question to another town meeting.

If the town wants to change the composition of the Select Board, it must have an elected Charter Review Committee, not a Committee appointed by the Select Board. Reconsider the methodology of this article. **Mr. McCaffrey made a Motion to refer the entire Article for further consideration of the method of amending the Charter. The Motion was seconded.**

Nicole Riley spoke in favor of reconsidering the method of amending the Charter. The Town should use their ability to make decisions, not refer the matter to the state legislature.

Doug Riley discussed the lengthy process that would need to take place if we use the procedure spelled out in our Home Rule Charter. Town Counsel has discussed this process and it would make it easier and faster for the Town to use a Special Act request to the state legislature.

Jennifer Farrar asked Town Counsel why the Town is deviating from the procedure laid out in the Home Rule Charter.

Lisa Hardin spoke in favor of the motion to refer. Contrary to what some had stated tonight, there is no guarantee that the Town will be able to vote on these issues on a ballot after the state legislature approves the Special Act. Both times the Charter had been amended in the past with a Special Act, there was no subsequent ballot vote by the Town.

Pat Sjogren spoke in favor of the motion to refer as the Charter Review Committee was all appointed by the Select Board.

Loring Barnes asked about the timetable where the Charter Review Committee was formed in 2019. Jay Talerman, Town Counsel, explained that the Town is voting to petition the General Court to allow the state legislature to change the Charter. The charter amendment does not immediately take effect, it must still go to a ballot.

Peter Berube stated that the Select Board preferred this method, rather than the method in the Charter, to expand the composition of the Select Board, so that is why he is advocating for this process.

Susan Vecchi spoke in favor of the motion to refer to allow a different process. Craig Schultz stated that this Article 9 must still be voted at a ballot. Mr. Riley stated the Committee held several meetings and the public was invited to attend.

VOTED by Voice Vote (2/3 Vote Required) (a few in opposition), **that the Article be referred** to a later town meeting.

ARTICLE 10: To see if the Town will vote to transfer from Free Cash the sum of **\$40,000** for **tree trimming** and removal. (Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$40,000** for **tree trimming** and removal.

ARTICLE 11: To see if the Town will vote to transfer from Free Cash the sum of **\$78,810** to fully fund the FY21 **Snow & Ice Deficit**. (Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Free Cash the sum of **\$78,810** to fully fund the FY21 **Snow & Ice Deficit**.

ARTICLE 12: To see if the Town will vote to transfer from Free Cash the sum of **\$25,000** to the **Unemployment Account**. (Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that Town transfer from Free Cash the sum of **\$25,000** to the **Unemployment Account**.

ARTICLE 13: To see if the Town will vote to transfer from Free Cash the sum of \$7,300 for an **OPEB/Actuarial Study**. (Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town transfer from Free Cash the sum of \$7,300 for an **OPEB/Actuarial Study**.

ARTICLE 14: To see if the Town will vote to **accept** the fourth paragraph of **MGL Chapter 41, Section 111F**, which would allow the Town to create a special **injury leave indemnity fund** to be expended by the Select Board. (Submitted by Select Board)

It was explained that this would set up a place for a fund, but the “fund” would have no money in it at the present time.

VOTED UNANIMOUSLY (Majority Vote Required) that the Town **accept** the fourth paragraph of **MGL Chapter 41, Section 111F**, which would allow the Town to create a special **injury leave indemnity fund** to be expended by the Select Board.

ARTICLE 15: To see if the Town will vote to **rescind** the following approved but **unissued debt authorizations**:

\$96,000 – **Article 33** of the Spring Annual Town Meeting of **05/12/14** for the Water Street Pump Station Sewer Design Study

\$28,000 – **Article 25** of the Spring Annual Town Meeting of **05/09/16** for the Street Sweeper

\$11,800 – **Article 29** of the Spring Annual Town Meeting of **05/13/13** for Water System Improvement (Chlorine Contact Loop)
(Submitted by Select Board)

VOTED UNANIMOUSLY (Majority Vote Required) that the Town **rescind** the approved but **unissued debt authorizations** listed above.

A motion was made by Peter Berube, Chair of the Finance Committee, which was seconded, to adjourn the meeting.

VOTED UNANIMOUSLY to adjourn the meeting sine die 9:50 PM, the business of the Warrant having been completed

Lisa Jane Hardin

Lisa Jane Hardin
Town Clerk

Capital Planning Committee Priorities for November 2021 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	Water treatment plant wells 1&2	5,590,000	Potential for some federal funding
Fire	Ambulance A-1	370,000	
Fire	Fire alarm master box library	15,000	
VMB	Fire panel replacement	63,024	Town awarded a grant to pay for this.
Fire	Replace Engine 1	750,000	
School	Walk in freezer	45,000	
Police	Cruiser - car 44	50,006	
DPW	Snowplow	12,850	
School	Elevator upgrades	80,000	
COA	Freezer	8,031	
Subtotal		\$6,983,911	
Medium priorities			
Oak grove	Playground renovation	127,006	
DPW	Excavator	50,035	
Town assessor	iPad software update	22,762	
COA	Senior center upgrades	19,217	
Bldg department	Filing system	18,000	
School	Computer replacement	30,000	
School	Computer replacement	30,000	
School	Replacement Chromebooks	16,500	
School	Steamer kettle	50,000	
Subtotal		\$363,520	
Lower priorities			
School	New skid steer	55,000	
DPW	Message board	17,022	
Library	Lighting system	15,000	
ConCom	Picnic tables benches, plus sign at pleasant meadow park	6,730	
School	MHS strippers, waxers, buffers	45,000	
Energy	Charging station	76,800	\$50k of state aid available for this project
School	Curriculum and instruction materials	10,000	
Rec committee	Pickleball court sound proofing	14,000	
	Subtotal	\$239,552	
Total		\$7,586,983	

BIRTHS RECORDED IN MILLIS - 2021

<u>Date</u>	<u>Child</u>	<u>Parents</u>
Jan. 4	Maria Emilia Ferreira Custodio	Leandro Ferreira Da Cruz Silva & Gracy Custodio Ferreira
Jan. 22	Tori Jean Lennon	Scott David & Caitlin Malcolm
Jan. 25	Liv Nash Allaire	Brett Travis & Jamie Lynn Nash
Feb. 8	Benedict Patrick Siebecker	Brendan Timothy & Bridget Ann Schirripa
Feb. 10	Chanelle K. Joseph	Nicolson & Nilenskie Kavanagh
Feb. 19	Jaxson Rae Waters	Harry Steven & Jennifer Ashley Rae
Feb. 23	Siraj --- El Azfi	Abdelilah & Ouafaa El Jadidi
Feb. 23	Eve Wynn Gatto	Patrick Adam & Alison Emily Bodenheimer
Feb. 26	Olive Rose Mooney	William Ronald, Jr. & Leigha Rose Bonfiglio
Mar. 4	Lucy Kathryn Hargreaves	David Edward & Amanda Leigh Hett
Mar. 5	Ayan Olivares Fortier	Kevin Richard & Paloma Olivares Caparros
Mar. 8	Anabel Mae Moran	Thomas Kavanaugh & Katherine Dillon Flynn
Mar. 8	Ava Marie Moran	Thomas Kavanaugh & Katherine Dillon Flynn
Mar. 18	Ella Maria Coelho	Paulo Deleon & Amanda Ferreira Passos
Apr. 2	Ellie Sophia Coloma	Carlos Daniel & Anni Cabrera
Apr. 5	Mary Courtney Eldoucihi	Doueihi Jamil & Margaret Courtney
Apr. 14	Winter Sandar Moore	Elias Gardner & Alice Chen
Apr. 16	Dean Jarvis Pruner	James John & Amanda Kay Jarvis
Apr. 20	Brice Daniel McDonald	Brian Evan & Anny Karolyne Guimaraes
Apr. 21	Luca Pertuso Caruso	Wayne Thomas, Jr. & Jill Marie Pertuso
May 5	Athanasios Konstantinos Venuto	Nicholas Michael & Anastacia Konstantinos Tsoleridis
May 19	Hunter Loch Philpott	James Stephen & Julie Marie Lochhead
May 24	Aidan Wesley Green	Ryan MacLean & Chelsea Elizabeth Walker
May 24	Damon Case Hibbard	Keith Woodbury & Carrie Beth Gross
May 28	Owen Stebbins Fries	Eric Williams & Brooke May Crosier
June 1	Graziella Florence DaSilva	Ronan Antonio, Jr. & Heather Florence Donovan
June 8	Emilia James Duda	Richard Paul & Talia Rose Piver
June 18	Mikenna Grace Brady	Jesse Thomas & Jenna Allen
June 20	Maverick William Bird	Matthew James & Erin Marie Donovan
June 22	Margot Cata Molloy	Brendan Richard & Taylor Nichole Troy
June 27	Otto O'Leary Brinkerhoff	Jan Anders & Erin Elizabeth O'Leary
June 28	Sterling James Taber	Christopher Michael & Jennifer Ann Loomis
July 1	Elizabeth Carol-Rose Sparks	Scott Matthew & Rachel Elizabeth Matheson
July 1	Archie Loren Stolter	Jonathan Lee & Shannon Wasco
July 2	Caleb Robert Williams	Cedric Walter & Brittany Kathleen Welch
July 6	Travis Ralph Cicciariello	Thomas Ralph & Katie Ann Sawyer

<u>Date</u>	<u>Child</u>	<u>Parents</u>
July 15	Teagan Rose McCarthy	Brendan Francis & Shannon Mary Hoey
July 21	Jayce Thomas McCarthy	Richard Matthew & Courtney Lynne Sybertz
July 21	Amelia Grace Santucci	Zachary Angelo & Katelyn Mae Atwater
July 28	Carmelina Jean Dusoe	Jonathan Ellsworth & Joan Elisabeth Giordano
Aug. 2	Christopher Jude Haggarty	Joseph Michael & Caroline Annen
Aug. 4	Lianna June Alfeld	Zachariah Andrew & Karen Beth Bock
Aug. 11	Emma Kay Catalano	John Armando & Hannah Petersen Weiss
Aug. 13	Charles Jenkins Flanagan	Daniel Adam & Kerin Anne McGinness
Aug. 19	Patrick Thomas Fahy	James, Jr. & Christine Marie Walsh
Aug. 19	Mason Theodore Guerrero	Joshua Alexander & Alexa Jeanne Hermesman
Sept. 11	Everly James Bilancieri	Mark Joseph & Mary Campbell Banis
Sept. 18	Daniel Patrick Kroll	Daniel Charles & Caitlin Patricia Murphy
Sept. 21	Jameson Ross Chiarizio	Steven Louis & Linda Jelm Reinhardt
Sept. 21	Liam Anthony Manning	James Andrew & Samantha Eileen Farina
Sept. 23	Andrew James Tsacoyeanes	Nicholas John & Olivia Lane Zitoli
Sept. 24	Leonardo Pablo Velez	Pablo, Jr. & Nicole Lynn Jaques
Sept. 27	Andrew John McInerney	Timothy John, Jr. & Courtney Janice Steeves
Sept. 30	Hugo Armstrong Booth	Eric Paul & Katherine Zebedeo
Oct. 4	Elian Andres Silva Vazquez	Daniel Silva Echevarria & Brandy Berenis Vazquez Irizarry
Oct. 7	Maggie Ann English	Jordan Michael & Megan Elizabeth Reilly
Oct. 10	Rosalie Ethel Grace Matera	Anthony Louis & Caitlin Anne Coyne
Oct. 16	Wesley Myles Peterman	Robert Andrew & Amanda Rachel Yorks
Oct. 19	Rose Elizabeth Everett	Paul Elliot & Kelly Mary Lydon
Oct. 20	Theo Graham Pasko	Cody Michael & Erika Megan Blair
Oct. 21	Brooks Michael Cafro	Michael Philip & Elizabeth Anne Johnson
Oct. 29	Joao Dias Braganca	Leonardo Braganca Teixeira & Telma Souza Dias
Nov. 9	Francesca Catherine Secley	Dennis Michael, Jr. & Angela Santostefano
Nov. 10	Sophia Grace Krasinski	Liam Joseph & Jennifer Christine Anglin
Nov. 12	Isla Sue Sawyer	Paul Gerard, Jr. & Alicia Nicole Deluca
Nov. 16	James Charles Sutton	Nathaniel John & Kristin Ann Rainone
Nov. 30	Avery Jo Malgeri	Amanda Michelle & Jenna Lee Cadieux
Dec. 1	Corey Christine Catalano	Michael Anthony & Meghan Elizabeth Donohue
Dec. 16	Theodore Russell Dunn	Patrick Michael & Caitlin Marie Kelly

MARRIAGES RECORDED IN MILLIS - 2021

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Feb. 14	Megan --- MacFarlane Glen Thomas Bassett	50 55	Millis Medfield	Carole B. Marple Justice of the Peace	Sherborn
Feb. 14	Amy Christine Granger Adam Thomas Ellis	48 50	Millis Medway	Ella Lorraine Earnest One Day Solemnizer	Millis
Mar. 6	Kaitlyn Elizabeth Murphy Daniel Jason O'Dell	23 26	Millis Millis	Lawrence Boise Minister	Norfolk
Mar. 19	Karen Michelle Bouret Thomas Marc DeMarzo	50 52	Millis Millis	Gayle A. Smalley Justice of the Peace	Millis
Apr. 16	Alisa Jean Inman Adam Nicholas Parker	30 30	Bellingham Bellingham	Douglas J. Bixb Pastor	Uxbridge
Apr. 24	Allison Taylor Courtney Joseph Timothy Kline	35 39	Millis Millis	Timothy F. Donohue Member of the Clergy	Boston
May 8	Karissa Leigh Nacopoulos George --- Katsiaunis	21 28	Millis Millis	Father Vassilios Bebis Priest	Cambridge
May 15	Laura Katelyn Bibbo Craig --- Rowell	39 48	Millis Albany, CA	George L. Bacher One Day Solemnizer	Millis
May 20	Jessica Ann Richard Dustin Brent Perkins	34 34	Greenville RI Greenville RI	Carol Blicht Mushnick One Day Solemnizer	Millis

<u>Date</u>	<u>Partv A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
May 27	Lucien Rollins Southworth Matthew Phillip Kilmer	23 24	Medway Medway	Susan B. Glickman Justice of the Peace	Needham
June 5	Kimberly Ann Barisano Paul Leroy Aten	49 51	Millis Millis	Michael Aten One Day Solemnizer	Stow
June 27	Shannon Leora McIntosh Abdelghani --- Bachiri	36 41	Millis Millis	John F. Kendrick Justice of the Peace	Millis
July 2	Elizabeth Ashley Mitchell Christopher Charles Bradley	30 30	Millis Millis	Alexander Mitchell One Day Solemnizer	Gloucester
July 3	Collette Jean Blais Franco Anthony DeSantis	54 56	Millis Millis	Margaret Johnson Minister	Plymouth
July 3	Marina Vera Place Keegan David Lusiak	21 23	Pascoag, RI Pascoag, RI	Maria Tarro One Day Solemnizer	Millis
July 9	Alexa Taylor Donovan Joseph Michael Bianchini	25 29	Millis Millis	Michael L. Backer Justice of the Peace	Millis
July 31	Gretchen Ann Hayden James William Garfield	53 53	Millis Millis	Mark Hayden Member of the Clergy	Falmouth
Aug. 2	Ramcharan Singh Khalsaa Sukhmandeep Kaur	31 25	Little Rock, AK Little Rock, AK	Sham Rang Singh Khalsaa Minister	Millis
Aug. 28	Ashley Anne Sarnie Benjamin John Millett	28 28	Millis Millis	Michael S. Rora Priest	Plymouth

<u>Date</u>	<u>Party A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Sept. 4	Launa Ann Allen John David Stepp	49 59	Millis Millis	Stephen M. Page Minister	Holliston
Sept. 18	Laila Renee Jones William Isaac Lodge	58 61	Millis Millis	John F. Hudson Member of the Clergy	Sherborn
Sept. 18	Alexandra Marie Freeman Timothy Gerald-Scott Larigan	29 29	Jersey City, NJ Jersey City, NJ	Craig W. Gruber Member of the Clergy	Millis
Sept. 24	Kara Elizabeth Neary Patrick James Doherty	26 30	Millis Millis	Oginga Walters One Day Solemnizer	Medway
Oct. 3	Tyler Benjamin Bream Rebecca Catherine Glover	29 27	Millis Millis	Richard S. Winer Rabbi	Cambridge
Oct. 9	Jennifer Lynn Swain Nicholas David Dorrrough	35 39	Millis Millis	Jason Rutherford Member of the Clergy	Framingham
Oct. 10	Katelyn Virginia Johnson Matthew Daniel San Clemente	27 28	Millville Millville	Steven Richard Johnson One Day Solemnizer	Sturbridge
Oct. 13	Kaitlin Elizabeth Knights Daniel Robert Casey	24 26	Framingham Framingham	Christopher McIntire One Day Solemnizer	Framingham
Nov. 1	Kathleen Ann Boyd Bruce William Hall	65 64	Millis Millis	Dennis James Robinson Minister	Millis
Nov. 12	Liangliang Xian Alfredo Adrian Hernandez	33 55	Millis Millis	Joseph D. Bausk Justice of the Peace	Sudbury

<u>Date</u>	<u>Partv A & Party B</u>	<u>Age</u>	<u>Residence</u>	<u>By Whom</u>	<u>Place</u>
Nov. 20	Elena Idioneia McCarthy Matthew Christopher Buckley	32 33	Milford Milford	Peter Joyce Priest	Milford
Nov. 21	Donna Lynne Minnis William Reed Mian, Jr.	55 73	Millis Millis	Kenneth C. Landin Member of the Clergy	Wrentham
Nov. 27	Hannah Joy Eldridge Joseph Bernard Delaporta	27 23	Norfolk Millis	Travis J. Bond Member of the Clergy	Medway
Dec. 4	Rosangela Louzada da Silva Paul F. Higgins	58 63	Millis Millis	Rose M. Miranda Justice of the Peace	Milford
Dec. 11	Lilani Malia Cooper Jason Corey Graves	47 43	Millis Millis	Sandra L. Golebiewski Justice of the Peace	Millis
Dec. 17	Adrienne Erica Anderson Edward Fallon Timmerman II	31 30	Millis Millis	Scott A. Euvrard Priest	Cohasset
Dec. 27	Douglas Andrew Brummell Daltina --- Ceku	33 28	Millis Millis	John F. Kendrick Justice of the Peace	Millis
Dec. 31	Eun Ji Lee Adam Robert Mancini	32 45	Millis Millis	John F. Kendrick Justice of the Peace	Millis

DEATHS RECORDED IN MILLIS - 2021

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
Jan. 18	June Marie Coffey (Blackwood)	312 Plain Street	85
Jan. 23	Violetta May Johnson	411 Union Street, 6A	91
Feb. 5	Joseph L. Travers	32 Rockville Meadows	84
Feb. 7	Dorothy Jean Greene (Blangeard)	37 Rockville Meadows	77
Feb. 9	Robert -- McIntosh	33 Myrtle Street	78
Feb 12	Jeanne M. Bancroft (Houghton)	322 Kennedy Terrace #B	81
Feb. 15	Roger Arthur Whooten (Vet.)	26 Lavender Street	85
Feb. 25	Nicole Anne Legault	37 Exchange Street	48
Feb. 26	Joseph Gerald Leblanc (Vet.)	107 Farm Street	97
Feb. 28	Judith A. Thorne (O'Brien)	15 Stoney Brook Drive #7	64
Mar. 3	Bahe Shondee Nez	64 Farm Street	40
Mar. 13	John Kilburn Squier (Vet.)	32 Pollard Drive	89
Mar. 14	Ronald E. Devens (Devincenzio)	150 Spring Street	84
Mar. 16	Helen Catherine Reynolds (McDonald)	48 Norfolk Road	86
Mar. 18	Domenic E. D'Eramo (Vet.)	148 Spring Street	86
Mar. 19	Roy George Young (Vet.)	177 Spring Street	95
Mar. 26	Cheryl Mason Brady (Murdock)	72 Key Street	49
Apr. 9	Marjorie -- Hacunda (Sweeney)	77 Middlesex Street	95
Apr. 10	Norman Walter Greene (Vet.)	37 Rockville Meadows	79
Apr. 20	Deborah L. Pearson Varga (Pearson)	4 Cedar Street	65
Apr. 28	Linda M. O'Brien (Pickup)	36 Stoney Brook Drive #2	60
Apr. 29	Paul A. Neeson (Vet.)	18 Timberline Road	85
Apr. 30	Peter Raymond Landry	12 Stoney Brook Drive #3	33
May 2	David Francis Rainsford (Vet.)	209 Pleasant Street	78
May 12	David W. Walsh (Vet.)	115 Middlesex Street	78
May 20	David Axel Carlson (Vet.)	4 Concord Circle	78
May 23	Anne T. Lynch (Baumann)	140 Pleasant Street	84
May 23	Joseph -- Andrade	1019 Main Street #F	83
May 23	Susan M. McKenney (Leontie)	70 Farm Street	70
May 25	Audrey Ann Schildwachter (Mannheimer)	23 Heritage Path	90
May 31	Mary Elizabeth Geary (Wallace)	8 Village Street	66
May 31	Joan M. Allen (Valzania)	42 Dover Road	80
June 10	Helen M. Hickey	324 Kennedy Terrace #D	92
June 11	Ann Marie Dalrymple (Gurnett)	17 Acorn Place	68
June 28	Robert L. Gass	8 Rockville Meadows	75

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Age</u>
July 3	John -- Hourigan III	121 Village Street	55
July 4	Manning -- Doliner (Vet.)	40 Baltimore Street	86
July 18	Rodrigo -- Arbisio	240 Union Street	50
July 19	Margaret H. Clancy (Higgins)	19 Hilltop Drive	91
July 28	Matthew Michael Kane (Vet.)	3 Maple Avenue	65
July 30	Leslie R. Ross, Jr.	77 Acorn Street	89
July 30	Peter David Revell	324 Union Street	49
Aug. 2	Ralph Edison Brooks (Vet.)	6 Sherman Road	92
Aug. 6	Corinne -- Kravitz (Sterling)	218 Pleasant Street	90
Aug. 9	Helen J. Wright (O'Brien)	314 Kennedy Terrace	94
Aug. 9	Charles Walter McChesney, Jr.(Vet)	332 Kennedy Terrace	77
Aug. 10	Patricia M. Pinkey (Morrissey)	99 Village Street	87
Aug. 16	Paul Christopher Michael Hilton	225 Pleasant Street	61
Aug. 26	Janet -- Byrne (Geis)	413 Union Street	66
Sept. 4	Patricia A. MacDonald	108 Ridge Street	58
Sept. 15	Patricia A. Calderone (Moriello)	33 Grove Street	75
Sept. 21	Sophia G. Sgourakes (Kanell)	41 Bullard Street	82
Sept. 23	Robert Dennis Jones	140 Farm Street	63
Sept. 25	Lorraine Julia St. John (Murphy)	220 Farm Street	91
Oct. 3	Ruth -- Bloom (Rosenthal)	95 Van Kleeck Road	100
Oct. 9	Brian P. Durand	171 Farm Street	56
Oct. 9	Thomas Edward Howard	343 Plain Street	55
Oct. 12	Linda Ann Beyer (Slater)	147 Plain Street	79
Oct. 17	Roger Lightbourne Smith	32 Middlesex Street	73
Oct. 17	Carol -- Russell (Chadwick)	352 Village Street #D	73
Oct. 18	John Joseph Regan	5 Acorn Place	75
Oct. 29	Thomas Lee Gentili	26 Acorn Place	82
Nov. 5	George J. Gorman	9 Bayberry Circle	83
Nov. 7	Virginia Marie Peiler (Lutz)	335 Plain Street	72
Nov. 8	Eugene Michael Hunt	109 Orchard Street	78
Nov. 25	Joshua -- Mael	338 Village Street	88
Nov. 28	Alison Jean Dwellley (Smith)	28 Dean Street	73
Dec. 2	John T. Donahue, Jr. (Vet.)	265 Orchard Street	92
Dec. 10	Daniel Sumner Willis	137 Farm Street	69
Dec. 11	Dawn A. Adams (Casey)	1 Rolling Meadow Drive	70
Dec. 13	Mary Calnan Lahnston (Calnan)	244 Exchange Street	83
Dec. 15	Vincent M. Calabro	259 Plain Street	87
Dec. 20	Althea E. Clifford (Libby)	330 Kennedy Terrace #B	95
Dec. 27	Mark E. Slayton (Vet.)	222 Causeway Street	70
Dec. 28	Patricia -- Caffrey (Pettinelli)	32 Winter Street	75
Dec. 30	Jason Andrew Dobbs (Vet.)	33 Stoney Brook Drive #7	47

VETERANS DEATHS RECORDED IN MILLIS - 2021

<u>Date</u>	<u>Name</u>	<u>Address</u>	<u>Service</u>	<u>Age</u>
Feb. 15	Roger Arthur Whooten	26 Lavender Street	Army/Korea	85
Feb. 26	Joseph Gerald Leblanc	107 Farm Street	Navy/WWII	97
Mar. 13	John Kilburn Squier	32 Pollard Drive	AirForce/Korea	89
Mar. 18	Domenic E. D'Eramo	148 Spring Street	Army/Peacetime	86
Mar. 19	Roy George Young	177 Spring Street	ArmyAirForce/WWII	95
Apr. 10	Norman Walter Greene	37 Rockville Meadows	Navy/Vietnam	79
Apr. 29	Paul A. Neeson	18 Timberline Road	Navy/Korea	85
May 2	David Francis Rainsford	209 Pleasant Street	Air Force/Vietnam	78
May 12	David W. Walsh	115 Middlesex Street	Army/Vietnam	78
May 20	David Axel Carlson	4 Concord Circle	Coast Guard/Vietnam	78
July 4	Manning -- Doliner	40 Baltimore Street	Air Force/Korea	86
July 28	Matthew Michael Kane	3 Maple Avenue	MarineCorps/Vietnam	65
Aug. 2	Ralph Edison Brooks	6 Sherman Road	Navy/Peacetime	92
Aug. 9	Charles Walter McChesney, Jr.	332 Kennedy Terrace	Coast Guard/Korea	77
Dec. 2	John T. Donahue, Jr.	265 Orchard Street	Army/Korea	92
Dec. 27	Mark E. Slayton	222 Causeway Street	Army/Vietnam	70
Dec. 30	Jason Andrew Dobbs	33 Stoney Brook Drive #7	Marine Corps	47

Prospect Hill Cemetery Burials 2021

<u>Deceased Name</u>	<u>Residence</u>	<u>Date of Burial</u>	<u>Veteran</u>
Lillian Lewis	Newton	January 11	
June Marie Coffey	Millis	January 22	
Roger Arthur Whooten	Millis	February 19	Army/Korea
Jacqueline Elizabeth O'Donnell	Stoughton	March 12	
Ronald E. Devens	Millis	March 18	
John Kilburn Squier	Millis	March 22	Air Force/Korea
Domenic E. D'Eramo	Millis	March 23	Army/Peacetime
Libby Wolpert	Framingham	April 11	
Kenneth Mael	Boston	April 13	Army
Wayne Hanscom Brown	Medway	April 16	Army
Patricia Chagnon	Medway	May 1	
John Olstead	Middletown, CT	May 7	
Nancy Clancy	Dover	May 19	
Joseph – Andrade	Millis	May 27	
Susan (Leontie) McKenney	Millis	June 2	
Mary Elizabeth Geary	Millis	June 5	
Paul Creehan	Florida	June 12	
Manning Doliner	Millis	July 8	Air Force/Korea
Lila Luvisi	Roslindale	July 16	
Seth Holden	Holliston	July 17	
Rodrigo Arbisio	Millis	July 22	
Margaret H. Clancy	Millis	July 22	
Leslie R. Ross, Jr.	Millis	August 5	
Edward Bradley Murphy	Blackstone	August 12	
Anne M. Bacchiocchi	Millis	August 30	
Catherine Curley	Lincoln, RI	August 31	
Stephen Giguere	Big Sandy, TN	August 31	
Peter Thibault	Bellingham	September 18	
Corinne Kravitz	Millis	September 24	
Ruth McFetridge	Franklin	September 24	
Susan Tsimortos	Bourne	September 24	
Lorraine Julia St. John	Millis	September 27	
Sophia G. Sgourakes	Millis	September 27	
Thomas Radcliffe	Wimauma, FL	October 2	
Francis O'Rourke	Newton	October 7	
Laura Walter	Meredith, IL	October 8	
Barbara Healy	Walpole	October 9	
Anthony and Ruth Grogan	Tennessee	October 18	
Linda Ann Beyer	Millis	October 21	
Evelyn Herren	Wrentham	November 5	
Christopher Martellio	Millis	November 12	
Virginia Marie Peiler	Millis	November 13	
Joshua Mael	Millis	November 29	
Baby Keefe – Parents Tom & Margaret	Millis	December 14	
Vincent M. Calabro	Millis	December 20	
Joshua T. Kingsley	Medway	December 30	Army

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
SCHOOL-TEACHER						
Adams, Michelle	Teacher	\$ 84,045.00	\$ 25.00			\$ 95,005.98
Alan, Rachel	Teacher	\$ 78,989.04	\$ 705.50			\$ 113,988.96
Alconada, Scott	Teacher	\$ 92,405.04	\$ 2,860.77			\$ 106,323.66
Al-Haza, Sarah	Teacher	\$ 103,488.06	\$ 524.98			\$ 104,288.16
Ames, Sara	Teacher	\$ 103,488.06	\$ 1,077.77			\$ 104,712.96
Annunziato, Kelly	Teacher	\$ 35,093.44	\$ -			\$ 105,337.96
Baglioni, Krista	Teacher	\$ 89,196.12	\$ 50.00			\$ 94,452.94
Ball, Amy	Teacher	\$ 50,235.90	\$ 800.10			\$ 95,313.18
Bartley, Victoria	Teacher	\$ 92,405.04	\$ 3,350.98			\$ 101,272.16
Basile, Caelah	Teacher	\$ 103,488.06	\$ 1,362.98			\$ 8,115.93
Benham, Lance	Teacher	\$ 99,506.94	\$ 6,035.52			\$ 83,596.52
Bernier-Garzon, Cathleen	Teacher	\$ 103,488.06	\$ 6,424.42			\$ 109,912.48
Bigelow, Stephen	Teacher	\$ 103,488.06	\$ 5,859.00			\$ 101,247.16
Botelho, Kristine	Teacher	\$ 96,474.04	\$ 524.98			\$ 93,735.10
Brodeur, Marissa	Teacher	\$ 50,136.20	\$ 25.00			\$ 93,918.96
Brownell, Bradley	Teacher	\$ 1,400.00	\$ -			\$ 104,565.83
Browning, Sarah	Teacher	\$ 89,083.93	\$ 4,835.03			\$ 105,860.66
Cantoreggi, Wendi	Teacher	\$ 94,538.08	\$ 524.98			\$ 104,238.16
Carlson, Jennifer	Teacher	\$ 103,488.06	\$ 775.10			\$ 102,343.36
Carr, Barbara	Teacher	\$ 92,405.04	\$ 1,330.06			\$ 95,896.14
Carter, Michael	Teacher	\$ 96,607.94	\$ 7,575.50			\$ 114,163.16
Caulfield, Mark	Teacher	\$ 92,405.04	\$ 2,360.10			\$ 112,316.83
Chaplin, Carolyn	Teacher	\$ 57,716.10	\$ 267.64			\$ 97,967.39
Cheney, Erin	Teacher	\$ 84,045.00	\$ 775.50			\$ 51,036.00
Chisholm, Jennifer	Teacher	\$ 96,102.98	\$ 1,864.41			\$ 87,147.14
Cohen, Adria	Teacher	\$ 103,488.06	\$ 1,849.90			\$ 107,091.92
Colcord, Amie	Teacher	\$ 99,506.94	\$ 838.00			\$ 105,608.04
Cole, Kelsey	Teacher	\$ 34,129.72	\$ -			\$ 104,263.16
Colwell, Julie	Teacher	\$ 82,148.04	\$ -			\$ 94,765.14
Copice, Stephanie	Teacher	\$ 94,538.08	\$ 8,008.98			\$ 97,448.68

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Danehy, Diane	Nurse	\$ 99,081.44	\$ 24,536.98			\$ 123,618.42
Day, Amy	Teacher	\$ 56,214.08	\$ 1,388.08			\$ 111,790.21
Digiammerino, David	Teacher	\$ 106,591.94	\$ 499.98			\$ 57,602.16
Diver, Patricia	Teacher	\$ 103,488.06	\$ 2,835.60			\$ 104,263.16
Doherty, Carolyn	Teacher	\$ 38,852.06	\$ 130.00			\$ 101,242.16
Doherty, Margaret	Teacher	\$ 103,488.06	\$ 800.10			\$ 108,898.04
Dunn, Riley	Teacher	\$ 76,351.08	\$ 7,024.00			\$ 95,622.16
Eaton, Jennifer	Teacher	\$ 103,488.06	\$ 1,724.90			\$ 94,618.02
Fallon, Anthony	Teacher	\$ 103,488.06	\$ 604.98			\$ 95,265.81
Fallon, David	Teacher	\$ 103,488.06	\$ 8,828.77			\$ 90,217.08
Fallon, Kiley	Teacher	\$ 13,944.12	\$ 13,602.70			\$ 106,503.54
Femino, Mark	Teacher	\$ 92,405.04	\$ 2,212.98			\$ 95,078.50
Fitzgerald, Yvonne	Teacher	\$ 103,488.06	\$ 10,675.10			\$ 104,876.04
Foley, Sarah	Teacher	\$ 66,420.90	\$ 25.00			\$ 106,605.71
Gately, Diana	Teacher	\$ 95,097.18	\$ 524.98			\$ 104,851.04
George, Arppana	Teacher	\$ 70,590.00	\$ 1,112.00			\$ 104,093.04
Giunta, Lindsey	Teacher	\$ 103,488.06	\$ 1,337.98			\$ 104,158.04
Granchelli, Patricia	Teacher	\$ 89,196.12	\$ 535.00			\$ 95,027.02
Guertin, Jennifer	Teacher	\$ 94,538.08	\$ 2,969.98			\$ 92,930.02
Hackett, Miranda	Teacher	\$ 100,472.06	\$ 775.10			\$ 104,826.04
Haggerty, Carol	Teacher	\$ 88,344.10	\$ 1,872.98			\$ 102,602.56
Harmon, Agustina	Teacher	\$ 2,873.85	\$ 16,858.67			\$ 104,013.04
Hayden, Rachel	Teacher	\$ 70,491.98	\$ 409.20			\$ 105,388.04
Hernandez, Miguelina	Teacher	\$ 103,488.06	\$ 750.10			\$ 84,335.98
Hickey, Deborah	Teacher	\$ 103,488.06	\$ 2,372.60			\$ 102,547.06
Howden, Timothy	Teacher	\$ 85,432.88	\$ 1,035.42			\$ 97,508.06
Hurvitz, Michelle	Teacher	\$ 96,607.94	\$ 25.00			\$ 100,344.94
Imbrogna, Jenna	Teacher	\$ 2,025.00	\$ 25,156.54			\$ 96,543.00
Ingraham, Thomas	Teacher	\$ 86,347.04	\$ 8,658.94			\$ 106,053.04
Jones, Michelle	Teacher	\$ 103,488.06	\$ 5,409.98			\$ 84,070.00
Kalaitzidis, Christina	Teacher	\$ 60,008.96	\$ 25.00			\$ 104,183.44
Kalmbach, Faye	Teacher	\$ 100,472.06	\$ 1,871.30			\$ 95,063.06
Keane, Kristen	Teacher	\$ 78,989.04	\$			\$ 96,632.94

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Kendrick, Scott	Teacher	\$ 103,488.06	\$ 669.98			\$ 95,756.02
Kepple, Jessica	Teacher	\$ 88,851.88	\$ 917.28			\$ 89,246.12
Kraby, Brian	Teacher	\$ 103,488.06	\$ 2,119.98			\$ 87,058.90
Lafferty, Lisa	Teacher	\$ 94,538.08	\$ 1,362.98			\$ 95,901.06
Lahah, Michele	Teacher	\$ 100,472.06	\$ 770.10			\$ 89,221.12
Laney, Samantha	Teacher	\$ 94,538.08	\$ 265.00			\$ 97,072.50
Lawler Gough, Rachel	Teacher	\$ 89,319.88	\$ 20.00			\$ 105,542.46
Leman, April	Teacher	\$ 94,538.08	\$ 540.42			\$ 89,731.12
Lovetere, Kaitlin	Teacher	\$ 11,034.72	\$ -			\$ 82,148.04
Lung, Becket	Teacher	\$ 38,441.52	\$ 986.80			\$ 85,358.04
Lutton, Jennifer	BCBA	\$ 88,884.02	\$ 2,724.21			\$ 88,322.85
Maguire, Janet	Teacher	\$ 94,538.08	\$ 775.10			\$ 100,707.06
Mannion, Danielle	Teacher	\$ 92,405.04	\$ 2,047.90			\$ 96,999.02
Manthei, Heidi	Teacher	\$ 103,488.06	\$ 8,302.15			\$ 104,038.04
Mckay, Michael	Teacher	\$ 95,680.00	\$ 773.14			\$ 97,337.04
Mellin, Jaclyn	Teacher	\$ 89,196.12	\$ 25.00			\$ 71,841.90
Merusi, Camille	Teacher	\$ 103,488.06	\$ 775.10			\$ 11,034.72
Migos, Vasilia	Nurse	\$ 79,405.04	\$ 813.00			\$ 86,468.30
Molinari, Lynn	Nurse	\$ 70,945.05	\$ 17,377.80			\$ 96,263.04
Molloy, Elise	Teacher	\$ 43,804.28	\$ 58,080.64			\$ 84,820.50
Monaghan, Sharon	Teacher	\$ 103,488.06	\$ 1,899.98			\$ 73,079.06
Muldoon, Julie	Teacher	\$ 79,405.04	\$ 1,651.00			\$ 50,161.20
Nardone, Christopher	Teacher	\$ 75,617.88	\$ -			\$ 87,053.36
Neville, Patrick	Teacher	\$ 73,029.06	\$ 50.00			\$ 109,347.06
Norton, Janice	Teacher	\$ 92,405.04	\$ 3,491.10			\$ 96,453.14
Paladino, Nicole	Teacher	\$ 103,488.06	\$ 2,564.98			\$ 94,803.08
Panciocco, Glen	Teacher	\$ 103,488.06	\$ 10,500.90			\$ 73,054.06
Panciocco, Michelle	Teacher	\$ 103,488.06	\$ 3,015.48			\$ 80,218.04
Perachio, Mollie	Teacher	\$ 92,405.04	\$ 524.98			\$ 81,620.92
Phinney, Derek	Teacher	\$ 82,148.04	\$ 3,210.00			\$ 83,375.08
Poulos, James	Teacher	\$ 73,029.06	\$ 25.00			\$ 34,129.72
Radcliffe, Amy	Teacher	\$ 15,124.34	\$ 15,266.12			\$ 39,428.32
Rao, Kelly	Teacher	\$ 95,680.00	\$ 863.00			\$ 79,694.54

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Robinson, Mara	Teacher	\$ 95,680.00	\$ 1,392.50			\$ 100,472.06
Rooney, Christina	Teacher	\$ 94,538.08	\$ 2,910.60			\$ 75,617.88
Saccardo, Molly	Teacher	\$ 92,405.04	\$ 2,621.98			\$ 71,702.00
Saegh, John	Teacher	\$ 84,945.90	\$ 2,113.00			\$ 64,642.51
Scotland, Lauren	Teacher	\$ 71,841.90	\$ -			\$ 38,982.06
Sears, Allison	Teacher	\$ 84,045.00	\$ 3,008.36			\$ 27,546.82
Seybert, Shawn	Psychologist	\$ 103,488.06	\$ 3,526.52			\$ 107,014.58
Shaughnessy, Diane	Teacher	\$ 103,488.06	\$ 549.98			\$ 101,884.92
Shea, Jean	Tutor	\$ 15,600.90	\$ 10,075.87			\$ 97,852.04
Shepardson, Michelle	Teacher	\$ 92,405.04	\$ 3,858.00			\$ 81,056.04
Shockley, Janet	Teacher	\$ 100,472.06	\$ 2,130.50			\$ 25,676.77
Skelly, Carolyn	Teacher	\$ 86,347.04	\$ 800.10			\$ 35,093.44
St. John, Bobbie	Teacher	\$ 1,080.00	\$ 10,530.00			\$ 60,033.96
Sullivan, Erin	Teacher	\$ 96,474.04	\$ 1,378.00			\$ 89,769.16
Talmadge-Keimig, Barbara	Teacher	\$ 80,377.70	\$ 3,218.82			\$ 78,989.04
Tashian, Kelly	Teacher	\$ 100,472.06	\$ 800.10			\$ 91,608.23
Tenreiro-Viana, Leila	Teacher	\$ 1,460.62	\$ 37,139.96			\$ 38,600.58
Tucker, Annette	Teacher	\$ 96,474.04	\$ 863.00			\$ 57,983.74
Valluzzi, Anne	Teacher	\$ 103,488.06	\$ 1,387.98			\$ 66,445.90
Vargas, Kristina	Teacher	\$ 15,182.86	\$ 15,036.49			\$ 89,339.88
Verdy, Dorothy	Tutor	\$ 624.33	\$ 7,491.60			\$ 27,181.54
Watson, Julie	Teacher	\$ 821.10	\$ -			\$ 70,901.18
White, Janine	Teacher	\$ 84,310.98	\$ 25.00			\$ 30,219.35
White, Joel	Teacher	\$ 81,000.92	\$ 620.00			\$ 30,390.46
White, Patricia	Teacher	\$ 100,472.06	\$ -			\$ 821.10
Young, Meredith	Teacher	\$ 100,472.06	\$ 235.00			\$ 19,732.52
Ziemba, Maryann	Teacher	\$ 103,488.06	\$ 3,117.65			\$ 11,610.00
Zitoli, Olivia	Teacher	\$ 57,716.10	\$ 6,926.41			\$ 1,400.00
SCHOOL-ADMINISTRATION						
Mullaney, Robert	Principal/Superintendent	\$ 159,237.12	\$ 13,727.74			\$ 172,964.86
Gustafson, Nancy	Superintendent	\$ 86,257.00	\$ 37,202.96			\$ 123,459.96
Awdycki, Mark	Teacher/Principal	\$ 55,000.00	\$ 52,723.21			\$ 107,723.21

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Grant, Charles	Dir Of Stud Affairs/Athlet Dir	\$ 130,411.50	\$ 7,690.00			\$ 138,101.50
Jango, Tanna	Principal	\$ 120,192.25	\$ 2,903.85			\$ 123,096.10
Knowlton, Maureen	Principa/Curriculum Director	\$ 124,736.50	\$ 5,732.14			\$ 130,468.64
Lynn, Joan	Curriculum Director	\$ 132,432.75	\$ 27,554.88			\$ 159,987.63
Marks-Henning, Sue	Dir Of Student Services	\$ 137,106.00	\$ 5,690.00			\$ 142,796.00
Starr, Jennifer	Technology Director	\$ 105,090.50	\$ -			\$ 105,090.50
Wiggin, Terry	Dir Finance/Human Resources	\$ 109,660.50	\$ -			\$ 109,660.50
SCHOOL-OTHER						
Abreu, Miguel	Custodians	\$ 10,429.44	\$ -	\$ 641.66		\$ 11,071.10
Adams, Cailen	Sub Teacher Or Nurse	\$ 1,350.00	\$ -			\$ 1,350.00
Alachi, Danielle	Sub Teacher Or Nurse	\$ 2,565.00	\$ -			\$ 2,565.00
Alonzo, Alma	Paraprofessionals	\$ 26,800.93	\$ 3,510.80			\$ 30,311.73
Anchukaitis, Thomas	Custodians Sub	\$ 77.44				\$ 77.44
Barr, Jacqueline	Cafeteria Workers	\$ 21,232.15	\$ -			\$ 21,232.15
Bedard, Teri	School Secretaries	\$ 52,624.00	\$ 4,550.00	\$ 12,031.50		\$ 69,205.50
Benjamin, Julia	Group Leader 1	\$ 906.50	\$ -			\$ 906.50
Bergeron, Nicole	School Tutor	\$ 225.00	\$ -			\$ 225.00
Blanchette, Karen	Karen Blanchette - Sec Contrac	\$ 57,611.17	\$ 750.00			\$ 58,361.17
Boissy, Katharine	Paraprofessionals	\$ 28,500.72	\$ 3,481.00			\$ 31,981.72
Bon Tempo-Amato, Sofia	Life Skill Emp Spec	\$ 63,000.00	\$ -			\$ 63,000.00
Borst, Ella	Group Leader 1	\$ 135.00	\$ -			\$ 135.00
Breen, Molly	School Coach	\$ 1,197.00	\$ -			\$ 1,197.00
Buchanan, James	Bus/Van Monitor	\$ 16,786.06	\$ -			\$ 16,786.06
Burns, Doreen	Paraprofessionals	\$ 27,116.19	\$ 4,077.41			\$ 31,193.60
Bush, David	Lead Computer Tech	\$ 60,500.00	\$ 15,373.95	\$ 2,560.00		\$ 78,433.95
Cairney, Michelle	Paraprofessionals	\$ 22,263.50	\$ 1,165.63			\$ 23,429.13
Caprigno, John	Bus Drivers W/Cdl	\$ 25,896.75	\$ 1,320.48			\$ 27,217.23
Carbeau, Cynthia	Bus Drivers No Cdl	\$ 19,202.03	\$ 1,222.30			\$ 20,424.33
Casey, Lauri	Paraprofessionals	\$ 23,394.82	\$ 1,236.25			\$ 24,631.07
Cassidy, Stephen	School Coach	\$ 3,163.00	\$ -			\$ 3,163.00
Chamides, Helen	Sub Teacher Or Nurse	\$ 650.00	\$ -			\$ 650.00
Chetsas, Phoebe	Sub Teacher Or Nurse	\$ 11,475.00	\$ -			\$ 11,475.00

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Clark, Zachary	Leader in Training	\$ 120.00	\$ -			\$ 120.00
Clayton, Siobhan	School Coach	\$ 8,307.00	\$ -			\$ 8,307.00
Cleary, Joanne	Joanne Cleary - Super Secretar	\$ 54,275.00	\$ 8,075.00			\$ 62,350.00
Clement, Diane	Sub Teacher Or Nurse	\$ 90.00	\$ -			\$ 90.00
Colantoni, Jean	Bus Drivers W/Cdl	\$ 20,371.16	\$ 1,210.44			\$ 21,581.60
Connolly, Christopher	Custodians	\$ 47,685.90	\$ 869.02	\$ 9,539.85		\$ 58,094.77
Connolly, Patrick	Custodians	\$ 47,693.97	\$ 869.02	\$ 9,781.34		\$ 58,344.33
Connolly, Shawnmarie	Paraprofessionals	\$ 20,667.55	\$ 1,075.41			\$ 21,742.96
Conroy, Samantha	Paraprofessionals	\$ 27,203.61	\$ 1,466.10			\$ 28,669.71
Corcoran, Darius	Lead Computer Tech	\$ 51,004.75	\$ 1,020.10			\$ 52,024.85
Corsi, Karen	Paraprofessionals	\$ 37,544.36	\$ 1,735.00			\$ 39,279.36
Coutts, Amelia	Sub Teacher Or Nurse	\$ 1,980.00	\$ -			\$ 1,980.00
Coutts, Douglas	School Coach	\$ 3,541.00	\$ -			\$ 3,541.00
Davenport, Lauren	Non Union Parapro. Bianchi	\$ 1,890.00	\$ -			\$ 1,890.00
Davies, Judith	Lead Computer Tech	\$ 52,025.00	\$ -			\$ 52,025.00
Davis, James	Bus Drivers No Cdl	\$ 11,198.66	\$ -			\$ 11,198.66
Devine, Liam	Paraprofessionals	\$ 16,892.63	\$ 522.27			\$ 17,414.90
Didonato, Arlene	Cafeteria Workers	\$ 40.56	\$ 2,587.72			\$ 2,628.28
Diskin, Patricia	School Coach	\$ 10,394.00	\$ -			\$ 10,394.00
Dixon, Mark	Custodians	\$ 3,196.38	\$ -			\$ 3,196.38
Doherty, Laura	Paraprofessionals	\$ 22,825.64	\$ 2,207.78			\$ 25,033.42
Donahue, Linda	School Secretaries	\$ 3,478.86	\$ 1,000.00			\$ 4,478.86
Donovan, Daniel	School Coach	\$ 2,465.00	\$ -			\$ 2,465.00
Drew, Kenneth	Sub Teacher Or Nurse	\$ 800.00	\$ -			\$ 800.00
Duckworth, Colt	Job Coach Transition Program	\$ 22,728.70	\$ -			\$ 22,728.70
Eldridge, Ellen	Group Leader 2	\$ 13,301.58	\$ (0.00)			\$ 12,957.96
Engler, John	School Director Of Operations	\$ 104,050.00	\$ -			\$ 104,050.00
Fallon, Darcy	Sub Teacher Or Nurse	\$ 1,215.00	\$ -			\$ 1,215.00
Faltus, Thomas	Paraprofessionals	\$ 5,670.00	\$ -			\$ 5,670.00
Farese, Lisa	School Coach	\$ 9,801.00	\$ -			\$ 9,801.00
Farias, Jamie-Lynne	Athletic Trainer	\$ 36,014.16	\$ -			\$ 36,014.16
Franklin-Briggs, Jo-Ellen	School Tutor	\$ 11,565.03	\$ -			\$ 11,565.03
Gallon, Kimberly	School Clerk	\$ 20,911.74	\$ 1,183.77			\$ 22,095.51

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Gatz, Elizabeth	School Coach	\$ 3,163.00	\$ -			\$ 3,163.00
Geary, Paul	Bus Drivers No Cdl	\$ 16,083.54	\$ -			\$ 16,083.54
Geddes, Catherine	Bus Drivers W/Cdl	\$ 27,214.28	\$ 770.28			\$ 27,984.56
Geddes, Robert	Bus Drivers W/Cdl	\$ 21,729.71	\$ 770.28	\$ 60.00		\$ 22,559.99
Gemma, John	Custodians	\$ 1,006.72				\$ 1,006.72
Gledhill, Tracy	Paraprofessionals	\$ 25,380.15	\$ 3,932.74			\$ 29,312.89
Graham, Molly	Sub Teacher Or Nurse	\$ 4,978.16	\$ -			\$ 4,978.16
Graham, Shannon	Paraprofessionals	\$ 27,883.35	\$ 7,586.77			\$ 35,470.12
Gravel, Kyle	Paraprofessionals	\$ 24,935.40	\$ 1,323.00			\$ 26,258.40
Guinan, Joseph	School Coach	\$ 9,801.00	\$ -			\$ 9,801.00
Harkey, Erika	Sch Departmental Secry	\$ 28,244.28	\$ 2,624.56			\$ 30,868.84
Heald, Katherine	Sub Teacher Or Nurse	\$ 1,080.00	\$ -			\$ 1,080.00
Hidalgo, Dulce	Bus Drivers No Cdl/Custodian	\$ 25,020.18	\$ 828.00			\$ 25,848.18
Hill, Shawn	School Coach	\$ 5,313.00	\$ -			\$ 5,313.00
Horgan, Katie	Paraprofessionals	\$ 22,583.53	\$ 1,201.25			\$ 23,784.78
Howell, Catherine	Cafeteria Workers	\$ 11,876.38	\$ (0.00)	\$ 145.43		\$ 12,021.81
Howley, Charlene	Paraprofessionals	\$ 29,833.47	\$ 5,169.50			\$ 35,002.97
Hubbell, Kellyann	Sub Teacher Or Nurse	\$ 14,205.46	\$ 294.13			\$ 14,499.59
Hubbell, Stephanie	Sub Teacher Or Nurse	\$ 4,815.00	\$ -			\$ 4,815.00
Hume, Anastasia	Bus/Van Monitor	\$ 13,801.25	\$ 1,998.00			\$ 15,799.25
Ibrahim, Marline	Paraprofessionals	\$ 32,370.34	\$ 1,701.68			\$ 34,072.02
Johnson, Arthur	Custodians	\$ 47,714.34	\$ 3,706.38	\$ 6,267.54		\$ 57,688.26
Johnson, Taylor	Sub Teacher Or Nurse	\$ 675.00	\$ -			\$ 675.00
Joseph, Kim	School Clerk	\$ -	\$ 724.00			\$ 724.00
Jubb, Jessica	Sub Teacher Or Nurse	\$ 200.00	\$ -			\$ 200.00
Jubb, Ryan	Misc School	\$ 8,561.26	\$ -			\$ 8,561.26
Kale, Shalaka	Paraprofessionals	\$ 22,950.00	\$ -			\$ 22,950.00
Kazis, Jennifer	Cafeteria Workers	\$ 19,448.45	\$ 470.00			\$ 19,918.45
Kelly, Brenda	Site Coordinator	\$ 21,498.48	\$ -			\$ 21,498.48
Kemp, Catherine	Sub Teacher Or Nurse	\$ 16,740.00	\$ -			\$ 16,740.00
Kirchhoff, Cynthia	School Tutor	\$ 701.50	\$ -			\$ 701.50
Labarge, Sandra	Sch Transportation Director	\$ 53,906.00	\$ 6,897.88			\$ 60,803.88
Laduke, Kevin	School Coach	\$ 4,550.00	\$ -			\$ 4,550.00

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Lagos, James	Paraprofessionals	\$ 29,360.90	\$ -			\$ 29,360.90
Lanzlanger, Diane	Paraprofessionals	\$ 15,800.00	\$ -			\$ 15,800.00
Lavergne, Rebecca	School Clerk	\$ 18,159.03	\$ 3,800.00			\$ 21,959.03
Lazare, Pattee	Cafeteria Managers	\$ 28,315.72	\$ 1,000.00	\$ 520.65		\$ 29,836.37
Lazare, Trinh	Sub Teacher Or Nurse	\$ 135.00	\$ -			\$ 135.00
Leblanc-Macneil, Lynn	Bus Drivers W/Cdl	\$ 19,491.91	\$ 948.80			\$ 20,440.71
Lejsek, Marianne	Sub Teacher Or Nurse	\$ 12,345.00	\$ -			\$ 12,345.00
Liotta, Jane	School Clerk	\$ 52,702.00	\$ 5,450.00			\$ 58,152.00
Loftus, Laura	Misc School	\$ 1,250.00	\$ -			\$ 1,250.00
Long, Irene	Bus Drivers No Cdl	\$ 2,788.17	\$ -			\$ 2,788.17
Lopez, Angel	Custodians	\$ 46,990.92	\$ 1,379.76	\$ 2,593.73		\$ 50,964.41
Lortie, Suzanne	Misc School	\$ 33,877.99	\$ -			\$ 33,877.99
Lund, Jennifer	Paraprofessionals	\$ 43,634.19	\$ 4,655.50			\$ 48,289.69
Lurton, Jeremy	Sub Teacher Or Nurse	\$ 8,413.06	\$ -			\$ 8,413.06
Macgowan, Brett	Paraprofessionals	\$ 28,541.69	\$ 2,375.91			\$ 30,917.60
Mack, Pia	School Tutor	\$ 25,039.16	\$ -			\$ 25,039.16
Macomber, Hannah	Safety Monitor	\$ 967.50	\$ -			\$ 967.50
Macomber, Traci	School Clerk	\$ 9,898.07	\$ 542.36			\$ 10,440.43
Maguire, Mark	School Coach	\$ 5,313.00	\$ -			\$ 5,313.00
Maher, Allison	School Coach	\$ 3,981.00	\$ -			\$ 3,981.00
Maloney, John	Bus Drivers No Cdl	\$ 16,975.58	\$ 448.20			\$ 17,423.78
Maloney, Marianne	Bus Drivers No Cdl	\$ 17,177.27	\$ 1,525.68			\$ 18,702.95
Maloney, Richard	Leader In Training	\$ 3,997.50	\$ -			\$ 3,997.50
Malzone, Nancy	Paraprofessionals	\$ 26,218.70	\$ 2,216.99			\$ 28,435.69
Mancuso, Joann	Bus Drivers No Cdl	\$ 16,188.48	\$ 760.32			\$ 16,948.80
Manson, Benjamin	Custodians	\$ 35,738.87	\$ 984.67	\$ 2,417.20		\$ 39,140.74
Martello, Robert	School Coach	\$ 8,213.00	\$ -			\$ 8,213.00
Matturo, Ralph	School Coach	\$ 5,792.00	\$ -			\$ 5,792.00
McGhee, Amanda	Safety Monitor	\$ 2,310.00	\$ -			\$ 2,310.00
Mcpoland, Susan	Sub Teacher Or Nurse	\$ 2,100.00	\$ -			\$ 2,100.00
Meek, Jane	Bus Drivers No Cdl	\$ 17,493.51	\$ 1,973.88			\$ 19,467.39
Moffatt, Tammy	Paraprofessionals	\$ 30,731.06	\$ 2,913.44			\$ 33,644.50
Monroe, Joanne	Bus Drivers No Cdl	\$ 16,294.08	\$ 894.80			\$ 17,188.88

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Monteiro, Adrienne	Paraprofessionals	\$ 17,567.50	\$ -			\$ 17,567.50
Morrill, Elizabeth	Paraprofessionals	\$ 21,298.60	\$ 1,493.63			\$ 22,792.23
Moulton, Dori	Title I Paraprofessional Sch	\$ 14,513.53	\$ -			\$ 14,513.53
Mullally, Cheri-Ann	School Secretaries	\$ 44,759.92	\$ 4,950.00			\$ 49,709.92
Mullaney, Christopher	Sub Teacher Or Nurse	\$ 495.00	\$ -			\$ 495.00
Mullaney, Erica	School Clerk	\$ 26,989.56	\$ 819.72			\$ 27,809.28
Mullaney, Kara	Sub Teacher Or Nurse	\$ 480.00	\$ -			\$ 480.00
Munichiello, Claire	Paraprofessionals	\$ 325.13	\$ -			\$ 325.13
Munichiello, Erin	Paraprofessionals	\$ 33,146.14	\$ 1,701.68			\$ 34,847.82
Murphy, Cindy	Paraprofessionals	\$ 23,601.39	\$ 3,048.10			\$ 26,649.49
Nair, Shalini	Sub Teacher Or Nurse	\$ 19,322.50	\$ -			\$ 19,322.50
Nealon, Katie	Tutor	\$ 13,842.62	\$ -			\$ 13,842.62
Nolen, Connor	Sub Teacher Or Nurse	\$ 4,305.63	\$ -			\$ 4,305.63
Noonan, Jeanne	Extended Day Director	\$ 18,181.43	\$ -			\$ 18,181.43
O'Brien, Jason	School Coach	\$ 5,752.00	\$ -			\$ 5,752.00
Olson, Dana	Custodians	\$ 45,626.96	\$ 3,464.78	\$ 1,904.63		\$ 50,996.37
Olson, Madeleine	Sub Teacher Or Nurse	\$ 200.00	\$ -			\$ 200.00
O'Reilly, Susan	Paraprofessionals	\$ 6,222.36	\$ -			\$ 6,222.36
Panasuk, Stuart	School Coach	\$ 4,049.00	\$ -			\$ 4,049.00
Pearson, Shannon	Paraprofessionals	\$ 24,661.03	\$ 1,283.94			\$ 25,944.97
Peros, Zoe	Group Leader 2	\$ 455.18	\$ -			\$ 455.18
Pizzi, Karen	School Aba Therapist	\$ 745.00	\$ 422.00			\$ 1,167.00
Postler, Robert	Skilled Craftsman	\$ 69,620.71	\$ 2,060.00	\$ 1,285.38		\$ 72,966.09
Progr, Eduard	Bus Drivers No Cdl	\$ 23,635.97	\$ 450.00			\$ 24,085.97
Pudelka, Madeleine	Sub Teacher Or Nurse	\$ 1,215.00	\$ -			\$ 1,215.00
Puffer, Loren	Sub Teacher Or Nurse	\$ 37,105.00	\$ -			\$ 37,105.00
Quinzani, Kristin	Paraprofessionals	\$ 29,880.29	\$ 787.81			\$ 30,668.10
Rogers, Lisa	Bus Drivers W/Cdl	\$ 40,945.46	\$ 2,970.88	\$ 6,076.29		\$ 49,992.63
Rojee-Taillefer, Robin	Paraprofessionals	\$ 28,438.74	\$ 3,953.84			\$ 32,392.58
Ryan, Carolyn	Site Coordinator	\$ 785.40	\$ -			\$ 785.40
Saad, Mary	Paraprofessionals	\$ 13,405.45	\$ 386.25			\$ 13,791.70
Sanders, Patricia	Job Coach Transition Program	\$ 16,558.79	\$ -			\$ 16,558.79
Sarmie, Susan	School Clerk	\$ 31,972.76	\$ -	\$ 111.09		\$ 32,083.85

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Schultz, Lindsay	Sub Teacher Or Nurse	\$ 450.00	\$ -			\$ 450.00
Simpson, Susan	Paraprofessionals	\$ 28,113.32	\$ 3,439.28			\$ 31,552.60
Sinks, Stacy	Paraprofessionals	\$ 27,064.73	\$ 3,388.75			\$ 30,453.48
Streck, Kathleen	Sub Teacher Or Nurse	\$ 24,840.00	\$ -			\$ 24,840.00
Sugrue, Hillary	Paraprofessionals	\$ 22,727.68	\$ 1,201.25			\$ 23,928.93
Tarara-Woods, Gina	Cafeteria Workers	\$ 13,502.29	\$ 0.00			\$ 13,502.29
Tingley, Bryon	Custodians	\$ 47,037.80	\$ 1,379.76	\$ 8,889.49		\$ 57,307.05
Tirrell, Donald	Lead Computer Tech	\$ 74,067.50	\$ 4,268.92	\$ 1,220.00		\$ 79,556.42
Towne, Andrew	Custodians	\$ 43,643.44	\$ 861.95	\$ 1,811.04		\$ 46,316.43
Twohig, Allison	Paraprofessionals	\$ 27,303.02	\$ 1,348.00			\$ 28,651.02
Tyner, Ann	Cafeteria Managers	\$ 21,642.01	\$ 1,000.00	\$ 314.19		\$ 22,956.20
Ulrich, Caroline	Sub Teacher Or Nurse	\$ 600.00	\$ -			\$ 600.00
Villani, Kathy	Sch Pr & Operations Specialist	\$ 51,832.75	\$ 1,336.65			\$ 53,169.40
Volpe, Shaileen	School Clerk	\$ 34,648.00	\$ -			\$ 34,648.00
Wainwright, Andrea	Cafeteria Workers	\$ 12,142.08	\$ -	\$ 122.40		\$ 12,264.48
Wainwright, Danielle	Bus/Van Monitor	\$ 13,360.19	\$ -			\$ 13,360.19
White, Sean	Misc School	\$ 3,780.00	\$ -			\$ 3,780.00
Wierzbicki, Kathryn	Bus Drivers No Cdl	\$ 16,905.94	\$ 527.28			\$ 17,433.22
Wilcox, Reginald	School Coach	\$ 1,197.00	\$ -			\$ 1,197.00
Winget, Jennifer	Cafeteria Workers	\$ 1,219.20	\$ -			\$ 1,219.20
Wood, Pamela	Paraprofessionals	\$ 35,343.00	\$ -			\$ 35,343.00
Zisblatt, Gabrielle	School Tutor	\$ 12,532.50	\$ -			\$ 12,532.50
Zitoli, Jillian	Ext Day Leader in Training	\$ 1,000.00	\$ -			\$ 1,000.00
TOWN ADMINISTRATOR						
Guzinski, Michael	Town Administrator	\$ 155,784.63	\$ 13,671.61			\$ 169,456.24
Bouret, Karen	Operations Support Manager	\$ 74,515.33	\$ 850.00			\$ 75,365.33
Canes, Maureen	Dept Asst II Selectmens Office	\$ 20,044.91	\$ -	\$ 1,251.35		\$ 21,296.26
FINANCE DEPARTMENT						
Johnston, Carol	Finance Director	\$ 119,653.86	\$ -			\$ 119,653.86
Morin, Lisa	Town Accountant	\$ 79,991.77	\$ 2,438.80			\$ 82,430.57
Broe, Debra	Dept Asst III- PR	\$ 46,058.84	\$ -	\$ 748.97		\$ 46,807.81

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
ASSESSING DEPARTMENT						
Gonsalves, Teresa	Assistant Assessor	\$ 79,393.87	\$ -			\$ 79,393.87
Perez-Baczkowski, Elizabeth	Dept Asst II - Assessors	\$ 40,977.55	\$ 750.00			\$ 41,727.55
TREASURER/COLLECTOR DEPARTMENT						
Scannell, Jennifer	Treasurer- Tax Collector	\$ 92,933.93	\$ 750.00			\$ 93,683.93
Smith Frye, Mary	Dept Asst III Asst Treasurer	\$ 52,545.59	\$ 750.00	\$ 149.99		\$ 53,445.58
Mcnamara, Marsha	Dept Asst II - Treasurer	\$ 32,973.36	\$ -	\$ 2,450.39		\$ 35,423.75
Mill, Stacey	Dept Asst II - Treasurer	\$ 32,453.40	\$ 0.00	\$ 1,696.65		\$ 34,150.05
TOWN CLERK						
Hardin, Lisa Jane	Town Clerk	\$ 11,378.58				\$ 11,378.58
Smith, Kathleen	Asst Town Clerk	\$ 51,908.54	\$ 850.00	\$ 13,115.94		\$ 65,874.48
Vara, Susan	Dept Asst II Town Clerk/Rec Asst I	\$ 25,104.86	\$ -	\$ 10,384.44		\$ 35,489.30
Ackerman, Judith	Election Worker	\$ 655.89				\$ 655.89
Baima, Anne	Election Worker	\$ 330.75				\$ 330.75
Barry, Emma	Election Worker	\$ 331.50				\$ 331.50
Barry, Wendy	Election Worker	\$ 391.50				\$ 391.50
Bell, Mary	Election Worker	\$ 451.88				\$ 451.88
Bryant, Barbara	Election Worker	\$ 547.51				\$ 547.51
Burruss, Carter	Election Worker	\$ 165.75				\$ 165.75
Carlson, Kathryn	Election Worker	\$ 190.50				\$ 190.50
Chotkowski, Barbara	Election Worker	\$ 598.50				\$ 598.50
Chotkowski, Mark	Election Worker	\$ 726.01				\$ 726.01
Coakley, Carol	Election Worker	\$ 191.26				\$ 191.26
Collins, Marsha	Election Worker	\$ 182.25				\$ 182.25
Conte, Susan	Election Worker	\$ 101.25				\$ 101.25
Daly, Helen	Election Worker	\$ 1,146.76				\$ 1,146.76
Diatelevi, John	Election Worker	\$ 184.88				\$ 184.88
Diatelevi, Patricia	Election Worker	\$ 184.88				\$ 184.88
Ferzoco, Susan	Election Worker	\$ 253.13				\$ 253.13
Fraser, Paula	Election Worker	\$ 203.25				\$ 203.25

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Galbraith-Truchon, Joanne	Election Worker	\$ 1,594.51				\$ 1,594.51
Hayes, Doreen	Election Worker	\$ 420.01				\$ 420.01
Hilton, Bonnie	Election Worker	\$ 4,291.02				\$ 4,291.02
Jarvis, Amanda	Election Worker	\$ 102.00				\$ 102.00
Johnson, Carol	Election Worker	\$ 261.38				\$ 261.38
Joseph, Wendy	Election Worker	\$ 976.51				\$ 976.51
Keomorokot, Bouasavanh	Election Worker	\$ 344.25				\$ 344.25
Kerns, Sara	Election Worker	\$ 1,281.75				\$ 1,281.75
Lipsett, Mickey	Election Worker	\$ 369.75				\$ 369.75
Locklin, Susanne	Election Worker	\$ 502.88				\$ 502.88
MacInnes, Catherine	Election Worker	\$ 388.13				\$ 388.13
McCaffrey, Christine	Election Worker	\$ 5,477.26				\$ 5,477.26
McCull, Carole	Election Worker	\$ 502.88				\$ 502.88
Norton, M. Paula	Election Worker	\$ 101.25				\$ 101.25
Petrush, Jessica	Election Worker	\$ 203.25				\$ 203.25
Scotland, Donna	Election Worker	\$ 809.63				\$ 809.63
Shea, Mary	Election Worker	\$ 968.26				\$ 968.26
Sitta, Nancy	Election Worker	\$ 859.88				\$ 859.88
Siogren, Patricia	Election Worker	\$ 1,201.89				\$ 1,201.89
Skilling, Mary	Election Worker	\$ 662.25				\$ 662.25
Smith, Allison	Election Worker	\$ 867.00				\$ 867.00
Spearing, Patricia	Election Worker	\$ 560.26				\$ 560.26
St. Sauveur, Meredith	Election Worker	\$ 1,041.76				\$ 1,041.76
Stepner, Enid	Election Worker	\$ 3,929.14				\$ 3,929.14
Thompson, Patricia	Election Worker	\$ 483.75				\$ 483.75
Underhill, Peter	Election Worker	\$ 228.75				\$ 228.75
Walsh, Janet	Election Worker	\$ 426.38				\$ 426.38
BOARDS/COMMITTEES						
Standley, Camille	Dept Asst II - Cons/Planning/CPA	\$ 40,928.66	\$ 850.00			\$ 41,778.66
Sutherland, Amy	Dept Asst II - Zoning Board	\$ 4,197.58				\$ 4,197.58
Gilmore, Deirdre	Dept Asst II - Fincom	\$ 9,211.10				\$ 9,211.10

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
TOWN BUILDING DEPARTMENT						
Weiss, Robert	Energy Manager	\$ 69,887.83	\$ -			\$ 69,887.83
Lange, Samuel	Seasonal Temp Laborer	\$ 1,255.25		\$ 138.94		\$ 1,394.19
Quilop, Milton	Seasonal Temp Laborer	\$ 81.06		\$ 798.96		\$ 880.02
Sims, Paul	Town Bldg Maint P-T	\$ 47,606.40	\$ 750.00	\$ 3,601.46		\$ 51,957.86
RECREATION DEPARTMENT						
Fogarty, Kristen	Recreation Director	\$ 60,388.40	\$ 3,447.60			\$ 63,836.00
POLICE DEPARTMENT						
Soffayer, Christopher	Police Chief	\$ 165,163.50	\$ 5,049.90			\$ 170,213.40
Adams, Paul	Police Patrolman	\$ 81,659.30	\$ 11,878.98	\$ 23.28	\$ 242.04	\$ 93,803.60
Aflenko, Robert	Police Patrolman	\$ 71,878.64	\$ 2,472.77	\$ 4,610.16	\$ 1,414.20	\$ 80,375.77
Angel, Tyler	Police Patrolman	\$ 57,490.10	\$ 2,279.49	\$ 4,200.36	\$ 18,229.92	\$ 82,199.87
Bickford, Dale	Police Patrolman	\$ 73,970.40	\$ 16,381.55	\$ 3,168.36		\$ 93,520.31
Conley, Kevin	Police Patrolman	\$ 57,653.84	\$ 2,290.70	\$ 3,830.65	\$ 2,268.24	\$ 66,043.43
Curtin, Paul	Police Patrolman	\$ 51,393.98	\$ 4,135.88	\$ 4,900.59	\$ 2,178.36	\$ 62,608.81
Dwyer, William	Perm Intermittent	\$ 560.48			\$ 53,011.78	\$ 53,572.26
Forsythe, Zachary	Police Patrolman	\$ 65,947.40	\$ 18,108.77	\$ 14,672.61	\$ 21,360.75	\$ 120,089.53
Gonzalez, Arcadio	Police Patrolman	\$ 72,589.37	\$ 19,759.66	\$ 17,633.18	\$ 20,368.47	\$ 130,350.68
Leavitt, Tracy	Dept Asst II Police	\$ 54,607.52	\$ 850.00			\$ 55,457.52
Maxant, Kristopher	Police Sergeant	\$ 90,080.80	\$ 21,712.23	\$ 24,646.01	\$ 17,789.94	\$ 154,228.98
Meleski, Nicholas	Police Sergeant	\$ 89,320.06	\$ 5,826.48	\$ 5,444.62	\$ 26,140.32	\$ 126,731.48
Nelson, Sean	Police Patrolman	\$ 70,616.00	\$ 18,748.93	\$ 18,705.46	\$ 5,045.64	\$ 113,116.03
O'Dowd, Kelly	Police Patrolman	\$ 17,139.20				\$ 17,139.20
Opanasets, Peter	Police Patrolman	\$ 31,158.00	\$ 17,042.17	\$ 5,400.72		\$ 53,600.89
Shearns, John	Police Sergeant	\$ 87,594.43	\$ 19,076.68	\$ 18,038.90	\$ 40,244.93	\$ 164,954.94
Smith, Paul	Police Patrolman	\$ 73,671.36	\$ 8,708.72	\$ 14,748.12	\$ 63,072.12	\$ 160,200.32
Sullivan, Matthew	Police Patrolman	\$ 62,765.72	\$ 6,072.57	\$ 17,547.56	\$ 3,771.48	\$ 90,157.33
Thompson, Craig	Police Patrolman	\$ 54,157.46	\$ 15,561.08	\$ 6,824.16	\$ 9,911.52	\$ 86,454.22
Tiberi, Domenic	Police Sergeant	\$ 84,855.84	\$ 51,583.47	\$ 47,079.90	\$ 34,614.69	\$ 218,133.90
Volpicelli, Corey	Police Sergeant	\$ 83,007.60	\$ 18,261.68	\$ 14,315.85	\$ 3,134.88	\$ 118,720.01

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
FIRE DEPARTMENT						
Barrett, Richard	Fire Chief	\$ 137,203.93	\$ 12,661.54			\$ 149,865.47
Alger, John	Firefighter/EMT	\$ 73,017.50	\$ 1,226.00	\$ 12,884.86		\$ 87,128.36
Bishop, Charles	Fire Lieutenant/EMT	\$ 74,793.26	\$ 2,439.00	\$ 13,621.64		\$ 90,853.90
Bradbury, Gavin	On Call FF/EMT	\$ 5,031.00	\$ 581.00			\$ 5,612.00
Conrad, Robert	Fire Lieutenant/ALS	\$ 88,053.60	\$ 2,639.00	\$ 40,319.28		\$ 131,011.88
Emswiler, Christopher	Firefighter ALS	\$ 24,729.60	\$ 851.00	\$ 7,689.36		\$ 33,269.96
Farragher-Gemma, Anthony	On Call FF/EMT	\$ 2,692.06	\$ 290.50			\$ 2,982.56
Goes, Manuel	On Call FF/EMT	\$ 1,796.20	\$ 581.00			\$ 2,377.20
Hendon, Matthew	Firefighter/EMT	\$ 72,327.80	\$ 1,226.00	\$ 30,472.27		\$ 104,026.07
Hladick, Andrew	Call Deputy Chief	\$ 2,674.00	\$ 6,035.70			\$ 8,709.70
Holley, Vincent	Fire Lieutenant/EMT	\$ 78,498.20	\$ 13,457.44	\$ 45,414.84	\$ 316.08	\$ 91,955.64
Kelley, Jason	Firefighter ALS	\$ 73,048.66	\$ 2,018.08			\$ 120,797.66
Kennis, Matthew	On Call FF/EMT	\$ 3,633.50	\$ 864.00			\$ 4,497.50
Lenehan, Denis	On Call FF/EMT	\$ 12,788.72	\$ 1,728.00			\$ 14,516.72
Perkins, Lucas	On Call FF/EMT	\$ 3,937.64	\$ 581.00			\$ 4,518.64
Polimeno, Brian	Firefighter/ALS	\$ 77,786.88	\$ 6,052.00	\$ 26,894.40	\$ 421.44	\$ 111,154.72
Santafe, William	Firefighter/ALS	\$ 50,388.60	\$ 3,975.04	\$ 27,486.54		\$ 81,850.18
Schulz, William	Fire Lieutenant/EMT	\$ 80,565.28	\$ 6,039.00	\$ 33,241.08		\$ 119,845.36
Scotland, Michael	Fire Lieutenant/EMT	\$ 75,595.52	\$ 2,839.00	\$ 12,493.97		\$ 90,928.49
Shaw, Paul	Firefighter/EMT	\$ 72,669.30	\$ 2,452.00	\$ 31,224.65	\$ 421.44	\$ 106,767.39
Sullivan, Joseph	Firefighter/ALS	\$ 68,397.00	\$ 1,702.00	\$ 24,054.21		\$ 94,153.21
Tyner, Stephen	Firefighter/ALS	\$ 75,946.97	\$ 1,702.00	\$ 35,439.96		\$ 113,088.93
Wallace, Alan	Firefighter/EMT	\$ 43,948.32	\$ 4,712.00	\$ 23,897.00		\$ 72,557.32
Wenzel, Cameron	Firefighter/ALS	\$ 59,458.02	\$ 7,199.96	\$ 11,644.22		\$ 78,302.20
Wilson, Jason	Firefighter/ALS	\$ 29,927.04	\$ 851.00	\$ 13,093.08		\$ 43,871.12
DISPATCH						
Brown, Riley	P/T Dispatcher	\$ 1,882.00				\$ 1,882.00
Cahill, Robin	Dispatch	\$ 55,610.40	\$ 4,405.01	\$ 41,637.92		\$ 101,653.33
Hofferty, Brendan	P/T Dispatcher	\$ 4,497.98				\$ 4,497.98
Kearns, Paul	Dispatch	\$ 54,308.74	\$ 2,812.97	\$ 946.95	\$ 3,544.86	\$ 61,613.52
Lopez, James	Perm Intermittent Officer	\$ 8,121.24	\$ -		\$ 22,316.51	\$ 30,437.75

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
McLaughlin, John	Dispatch	\$ 51,132.37	\$ 3,304.68	\$ 4,540.68	\$ 30,238.73	\$ 89,216.46
Moran, Max	P/T Dispatcher	\$ 752.80				\$ 752.80
Piantadosi, David	P/T Dispatcher	\$ 9,990.94				\$ 9,990.94
Smith, Timothy	P/T Dispatcher	\$ 903.36				\$ 903.36
Vongsavath, Angela	P/T Dispatcher	\$ 29,589.00		\$ 75.28		\$ 29,664.28
Zitoff, Colby	Dispatch	\$ 44,429.04	\$ 1,965.96	\$ 4,367.52		\$ 50,762.52
BUILDING DEPARTMENT						
Giampietro, Michael	Building Inspector	\$ 91,778.58	\$ 13,010.00			\$ 104,788.58
Rose, John	Deputy Wiring/Plumb Inspector	\$ 3,030.00				\$ 3,030.00
Costello, Timothy	Building Plumbing Inspector	\$ 31,636.75				\$ 31,636.75
Pelletier, Gary	Deputy Building Inspector	\$ 31,100.04				\$ 31,100.04
Bianchi, Steven	Dept Assistant I - Building CI	\$ 6,429.40				\$ 6,429.40
Rand, Elizabeth	Dept Asst I Building	\$ 28,292.40				\$ 28,292.40
Coakley, James	Deputy Wiring/Plumb Inspector	\$ 1,710.00				\$ 1,710.00
Sweet, Jennifer	Deputy Electrical Inspector	\$ 11,070.00				\$ 11,070.00
Mancini, Michael	Deputy Wiring/Plumb Inspector	\$ 8,820.00				\$ 8,820.00
Fogarty, Robert	Deputy Building Inspector	\$ 8,960.00				\$ 8,960.00
SEALER WEIGHTS & MEASURES						
Allshouse, W. James	Weights and Measures Inspector	\$ 3,066.25				\$ 3,066.25
ANIMAL CONTROL						
Hamelin, Brenda	Animal Control Officer	\$ 60,375.92	\$ 1,050.00	\$ 14,006.64		\$ 75,432.56
Mallette, Erin	Deputy Animal Control Officer	\$ 6,185.69				\$ 6,185.69
DPW DEPARTMENT						
Mckay, James	Director Of DPW	\$ 128,028.57	\$ 4,713.39			\$ 132,741.96
Gilmore, Deirdre	Dept Asst III - DPW	\$ 58,979.36	\$ 950.00	\$ 9,190.80		\$ 78,331.26
Bouret, William	On Call Snow	\$ 376.13				\$ 376.13
Cafro, Michael	On Call Snow	\$ 963.81				\$ 963.81
Doherty, Patrick	Seasonal Temp Laborer	\$ 2,919.75				\$ 2,919.75
Donovan, Matthew	Heavy Equip.Op./On Call FF/EMT	\$ 52,664.65	\$ 14,853.45	\$ 23,782.41		\$ 91,300.51

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
Earl, Eric	Heavy Equip. Oper./L-Ts-Op1Cla	\$ 19,580.38	\$ 375.00	\$ 1,122.28		\$ 21,077.66
Everett, Paul	Heavy Equip. Operator/L-Ts W/Cla	\$ 32,148.48		\$ 7,648.42		\$ 39,796.90
Gallagher, Marie	Dept Assistant I - DPW Clerk	\$ 11,835.90		\$ 2,657.48		\$ 14,493.38
Geraci, Daniel	Seasonal Temp Laborer	\$ 4,551.75				\$ 4,551.75
Geraci, John	Seasonal Temp Laborer	\$ 3,939.75				\$ 3,939.75
Gokey, Christopher	Seasonal Temp Laborer	\$ 303.75				\$ 303.75
Gorgone, Brandon	Heavy Equip. Op./Lb Tsop/Lb-Gen.Fun	\$ 2,619.68				\$ 2,619.68
Hillery, Michael	Heavy Equip. Op./D2 T2 W/CIA,4G	\$ 65,982.24	\$ 5,500.00	\$ 22,985.18		\$ 94,467.42
Kandola, Kevin	Facilities Manager	\$ 68,114.08	\$ 4,000.00	\$ 31,160.24		\$ 103,274.32
Lopez, Kyle	Heavy E.O./Lb Tsop/Lb-Gen. Fund	\$ 43,489.79	\$ 23,438.36	\$ 13,046.64		\$ 79,974.79
Lovett, Jonathan	Heavy Equip. Op./L-Ts-Op1Noa	\$ 48,385.92		\$ 10,608.32		\$ 58,994.24
Main, Stephen	Heavy E.O./Lb Tsop/Lb-Gen. Fund	\$ 55,437.36	\$ 1,000.00	\$ 12,711.85		\$ 69,149.21
Mcoll, Kenneth	Snow Removal-F/M Op1 Class A	\$ 2,211.31				\$ 2,211.31
McKenney, Ronald	Water/Sewer Superintendent	\$ 69,542.00	\$ 6,400.00	\$ 38,445.53		\$ 114,387.53
Nichols, Brian	Seasonal Temp Laborer	\$ 303.75				\$ 303.75
Rachmaciej, David	DPW Superintendent	\$ 77,056.86	\$ 2,800.00	\$ 25,598.36		\$ 105,455.22
Sousa Wagner, Ryan	Heavy Equip. Op./L-Ts-Op2Noa	\$ 54,630.05	\$ 6,000.00	\$ 18,307.03		\$ 78,937.08
Wanders, Jonathan	Heavy Equip. Op./Lab Mec Cla	\$ 61,408.41	\$ 700.00	\$ 11,276.63		\$ 73,385.04

BOARD OF HEALTH

McVeigh, John	Director Public Health	\$ 84,072.40	\$ -			\$ 84,072.40
Delleaglio, Emily	Public Health Nurse	\$ 9,899.65	\$ -			\$ 9,899.65
Kigen, Jennifer	Dept Assistant III - BOH	\$ 31,665.37		\$ 419.54		\$ 32,084.91
McManus, Anne	Public Health Nurse	\$ 30,640.32	\$ 3,569.53	\$ 171.33		\$ 34,381.18
Sullivan, Susan	Public Health Nurse	\$ 1,430.00				\$ 1,430.00

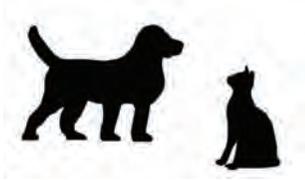
COUNCIL ON AGING

Kayo, Patricia	COA Director	\$ 65,900.55	\$ 950.00			\$ 66,850.55
Daly, Robert	COA P/T Van Driver	\$ 3,853.62				\$ 3,853.62
Lannon, Herbert	COA P/T Van Driver	\$ 300.38	\$ 298.88			\$ 599.26
Poynot, Rebecca	COA Outreach Worker	\$ 19,741.26				\$ 19,741.26
Stetson, Linda	COA Trans Coord./Reception	\$ 10,451.60	\$ 95.63			\$ 10,547.23

Employee Last Name	Position	Salary	Other	OT	Detail	Total Gross
VETERANS AGENT						
Moore, John	Veteran's Agent	\$ 10,262.09				\$ 10,262.09
LIBRARY DEPARTMENT						
Tolson, Kimberly	Library Director	\$ 68,037.85	\$ 0.00			\$ 68,037.85
Appelbaum, Rebecca	Library Assistant	\$ 26,568.88	\$ 1,195.86			\$ 27,764.74
Borst, Kimberly	Senior Library Assistant	\$ 28,998.11	\$ 619.47			\$ 29,617.58
Brooks, Donna	Library Assistant	\$ 20,466.44	\$ 2,103.04			\$ 22,569.48
Carney-Phillips, Mary	Library Assistant	\$ 8,350.30	\$ 2,152.76			\$ 10,503.06
Davis, Esther	Senior Library Assistant	\$ 38,507.56	\$ 1,710.96			\$ 40,218.52
Granstaff, Nicole	On-Call Library Assistant	\$ 955.08				\$ 955.08
Grosshans, Amie	On-Call Library Assistant	\$ 689.78				\$ 689.78
Harris, Aliyah	On-Call Library Assistant	\$ 1,046.04				\$ 1,046.04
Matthews, Rachel	School Lib PT/On-Call Lib Assistant	\$ 7,237.86				\$ 7,237.86
Mortimer, Karen	Library Assistant	\$ 6,129.47	\$ 256.50			\$ 6,385.97
Silverman, Rachel	Librarian-Children & Young Adult	\$ 58,703.14	\$ 6,884.82			\$ 65,587.96

TOTAL: \$ 23,235,900.85

ANNUAL TOWN REPORT 2021
ANIMAL CONTROL OFFICER-MILLIS



The department received and acted upon 803 calls for service this year.

The Animal Control Department continues to have 24- hour coverage with one Full time ACO and one Assistant alternating weekends and holidays. The Animal Control Department responds to many wildlife, feline, canine and livestock issues and emergencies. These statistics do not include all general service responses via fax, email, telephone and postal mail (but not limited to) town and state law guidance communications between other professionals in the animal field, local and state agencies, court hearings and pet care.

Rabies is still a significant risk in the area, we would like to remind you that is very important to keep your animals vaccinated even if they are “indoor” animals, and it is state law. Wild animals can and do get into your house. Please remember that if you feed animals outside you are inviting unwanted wildlife and feral cats to your house increasing the risk to your family and your animals.

The Department would like to thank everyone who donated food, toys, bedding, towels, etc. for our use to help keep the animals in our care fed, warm and happy during their stay.

During the 12-month period from January 1, through December 31, 2021 detailed logs were kept reflecting all calls received and acted upon by the Animal Control Department. A total of 803 calls, with 308 in Millis and 445 from Medway, and 50 calls to assist neighboring towns, the following is an overview of the calls handled in Millis:

INFORMATIONAL: 113

DOGS:

PICKED UP 13

REPORTED LOOSE 23

REPORTED LOST 8

BARKING/NUISANCE COMPLAINTS 6

BITES 14

ADOPTED/ TURNED OVER 3

TO HUMANE SOCIETY

EUTHANIZED 1

REPORTS OF CRUELTY 5

QUARANTINES 11

HIT BY CAR REQUIRING

MEDICAL TREATMENT OR DIED 0

CATS:

PICKED UP 4

REPORTED LOST 6

REPORTED STRAY/FERAL 2

ADOPTED/ TURNED OVER

TO HUMANE SOCIETY 4

EUTHANIZED 0

QUARANTINES 1

HIT BY CAR REQUIRING

MEDICAL TREATMENT OR DIED 1

BITES/SCRATCHES 1

WILD ANIMAL CALLS 30

WILD ANIMAL REFERRALS 29

ROAD KILLS PICKED UP 22

DEER HIT BY CARS 7

LIVESTOCK CALLS/POULTRY 4

I would like to thank all the Town departments for their assistance and cooperation, especially the Police Department, DPW, Selectmen's office and Town Clerk.

Respectfully submitted,

Erin Mallette, Animal Control Officer

2021 Report of the Select Board

As chair of the Select Board, I am pleased to present this annual report to the Town of Millis.

Overview

Millis started and ended 2021 with a resurgence of COVID-19. But there was a difference between these surges and that of 2020; the first doses of the COVID vaccine were being manufactured and distributed as rapidly as possible and there was a concerted effort to get as many residents as possible inoculated. We weathered these surges without having to close downtown facilities and maintained Town services throughout the relatively brief surge.

Our first responders, Police, Fire, EMT and the support workers at the DPW, remained at their duty posts and were able to provide services and relief when and where required. More important, though exposed to both the original COVID virus and the new Delta and Omicron strains, the vaccines did provide significant protection. Those individuals who had received the original two doses and later in the year the booster, such as the first responders, were less likely to contract the disease and if they did get infected were less likely to suffer severe consequences. And late in the year, as the Omicron variant made its appearance, the latest but unlikely to be the last such variant of COVID, these individuals again were prepared and willing to assist those in need throughout our community. As a result, public safety and support services remained at an effective state and the community's needs were served throughout the surge.

In addition to the first responders, the community owes a great deal of appreciation to the school administration, educators and support personnel who were willing to face potential exposure to continue classroom education of the next generations of our society. The same holds true for our library personnel who worked throughout the most severe periods of the pandemic to provide books and other materials and innovative services to all age groups in our community. Similarly, the Council on Aging continued to assist seniors through outreach, transportation to medical facilities for doctors' visits and the delivery of meals to those who would otherwise have been unable to provide for themselves. Last, but by no means least, we owe a great deal of gratitude to the staff of our Town for their efforts to continue business-as-usual to the greatest extent possible throughout this difficult period.

It is also important to recognize the elected officials, boards and committees that continued to function throughout this period. We sometimes forget to consider the amount of effort it takes from these volunteers who contribute so much to making our community the desirable place to live that it is. Without their efforts, this would be a far different and less inclusive community. They utilized the technologies provided by our IT Department to coordinate activities, meet the needs of our growing community, work with our state representatives and plan for our future.

This community owes a great deal to all the support personnel throughout our community who have served us throughout this period of pandemic. There are many services provided by these individuals that we take for granted. But, as we've learned over the last two years, their services cannot be taken for granted. They risk their lives and those of their families to maintain the critical infrastructure and services upon which our community depends. Let's take a few moments to review the contributions of these town departments throughout 2021.

Public Safety: PFAS Mitigation

2021 presented Millis with a number of unique opportunities that we will be addressing for the foreseeable future. One of the most financially daunting tasks confronting our Town is the need to address remediating our potable water supply as a result contamination by PFAS (an acronym for perfluoroalkyl and polyfluoroalkyl substances which include PFOA, PFOS and GenX). These persistent substances, which are found in Teflon coated cookware, certain dry-cleaning compounds, some water-resistant clothing compounds, older versions of firefighting foam and other products, appear to have long term deleterious effects on the human body. Unfortunately, several of the Millis water wells have amounts of these chemicals in the water that are either near to or exceed the acceptable thresholds set by the Commonwealth's Department of Environmental Protection (DEP) of 20ppt (parts per trillion, approximately one drop in an Olympic-sized swimming pool).

At this time, Millis has two wells that have been shut down for over a year as a result of excess levels of PFAS having been found in their water (approximately 22ppt). The Town also has a couple of wells that though under the 20ppt level should have remediation filters installed so that the water that they supply to the Millis community will always remain below the levels mandated by DEP. Unfortunately, these filtration facilities are not inexpensive. The most recent financial assessment that the Town has reviewed is that the cost to mitigate PFAS in the first two wells will be approximately \$6 million. With at least two additional wells that should have mitigation/filtration facilities installed, the Town of Millis is facing a potential cost of \$18 million for PFAS remediation.

Public Works: Roads, Sewers & Town Infrastructure

Anyone who has driven on the Millis roads realizes that numerous roads require some significant repair. The DPW was able to repair several roads this year as a result of the Town being able to add significant funding for these repairs. But this is only the start, and we hope to continue these repairs throughout the next several years.

Of course, there are always unforeseen problems associated with the maintenance of the Town's infrastructure. This year, the DPW was presented with several opportunities at uniquely inopportune times to repair several water mains, fix some culverts and clear streets following a variety of wind, rain and snowstorms. As usual, the DPW rose the occasion and had the Town back to normal operations in short order.

This year, we also had to cope with our diminishing sewer capacity. The Town, as part of the Charles River Pollution Control District (CRPCD), has agreed to not exceed specific limits of discharge into our sewer system. Unfortunately, we are at or slightly above that limit, which precludes our ability to allow new construction that was not previously authorized to be granted if it requires a hookup to the sewer system. We have worked with prospective builders to seek alternatives, but the problem isn't going away. The Commonwealth will not permit the CRPCD to construct additional processing facilities. As a result, the Town is looking at other means to permit new construction and the associated sewer waste to be processed.

In addition to roads and sewers, the Town continues to address the need to maintain its buildings. As many of you may have noticed, the Veterans Memorial Building (VMB), our Town Hall, required several major repairs this year, many of which were thankfully covered by insurance. These repairs included replacement of the gym floor as a result of water damage, the temporary repair of the front steps which

are deteriorating and the remediation of mold and water damage in several rooms due to water seepage. Unfortunately, this is symptomatic of future problems that the VMB building is confronting and is resulting in the need for a full renovation of the facility in the not-too-distant future. Several options are being considered for appropriations next year.

Recreation

Throughout the two years of the pandemic, this Town Department has continued to provide activities for every age group within the community. Young and old alike have had activities tailored to their needs, and all have been managed effectively by the staff of the recreation department. Whether it is pickleball, tennis, badminton, softball, ski trips, summer camps or any of a myriad of other activities, this department has been in the forefront of providing a physical release for everyone in our community.

Seniors and the Community

Seniors, those residents in the age groups of 60 and over, now comprise approximately 28% of our community, or from a different perspective, 33% of the adult population of Millis. The Town's administration and several select committees have spent a great deal of time and effort this year examining options to better meet the needs of this deserving segment of our community. The Council on Aging (CoA) has reinstated many programs as the severity of COVID has waned, while also maintaining its outreach to those unable to easily access VMB or even to leave their domiciles.

There have been several studies, group meetings and architectural designs recently shared with the community with respect to the construction of a new senior center or combination community and senior center. Two locations are under review, one adding on to and refurbishing VMB and the second a standalone facility at the Cassidy Field. The most recent review has cost estimates ranging from \$12 million to \$18 million, depending on location and facilities to be provided. The goal is to select a plan, perhaps one of the alternatives, finalize the plans and present the findings to the Town in 2022 for a final decision. Also, to be included will be the cost to adequately staff and maintain the new facility.

Of course, there will be decisions with respect to Town priorities. Projects such as these are expensive and have a significant impact on the tax rate. The Town has absorbed major tax increases for construction of a new library, police station, fire station, DPW staff building and elementary school all within the last ten years. Now we have to consider funding several PFAS mitigation facilities, the new senior/community center and in the not-too-distant future the renovation or reconstruction of the Middle School/High School and renovation of VMB. These are the major financial decisions that will be confronting the Town of Millis in 2022 and beyond.

Financial Management

Though the COVID pandemic presented the Town with some major financial concerns in 2021, the combination of the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Response and Consolidated Appropriations Act and the American Rescue Plan Act (ARPA) all contributed to helping the Town overcome the financial costs associated with addressing the Coronavirus. Fortunately, the Town's revenues remained reasonable throughout the year, and the monies received from the grants associated with these Acts has helped the Town meet its financial obligations for the year without requiring the Town increase taxes or lay off employees. These funds helped to provide protective equipment for the Town's staff and to provide for the health and safety of the many Town employees whose jobs necessarily placed them in harms' way for contracting the virus.

Throughout 2021, the Finance Department personnel continued to meet the needs of the Town. They remained at their jobs, paying the Town's bills, working on the budget, coordinating with other departments throughout the Town and working with the schools and the many Town committees that are responsible for performing the functions necessary to ensuring that our Town met its financial obligations. Without this dedication to serve the needs of our Town, the year 2021 could have been quite different. We owe a great deal of thanks to the Finance and Treasury Departments for their efforts to ensure that the Towns financial obligations were met in a timely manner.

Summary, Recognition and Thanks

A town doesn't run by itself. It is the efforts of many individuals collectively who make a town what it is, a place that is a desirable community in which to live. Millis is an exemplary reminder of what can be accomplished when we all work to achieve these ends.

The Town staff, operations personnel, elected board members and appointed committees are the heart of this Town. To each and every individual in these roles we all owe a great deal of thanks for their efforts to continue meet the needs of our community on a daily basis throughout the chaos engendered by the COVID pandemic. We have not only succeeded in meeting the needs of the community, but we have shown that it is the community that has overcome all of the challenges that were placed in our way.

As with every effort that is required to overcome adversity, there are always a few individuals and groups that deserve special recognition. So, too, in this instance. These unsung heroes include not just the police, fire and EMT personnel, but also the DPW personnel who worked both night and day to ensure that our roads were plowed, that the recycling facility remained open, that sewer and water line breaks were repaired promptly, and that storm damage was cleaned from our streets in a minimal amount of time.

However, it is important to single out specific individuals who contributed well beyond reasonable expectations to meet the needs of our community throughout the last year. The departments that they manage have been previously mentioned, but these key individuals should also be recognized for their service to our community.

This Select Board owes special thanks to the staff of our Town Administrator, Mike Guzinski, who spent tireless hours ensuring that the needs of all the departments and their personnel were met throughout the year; to Karen Bouret-DeMarzo and Maureen Canesi, both of whom ensured that meetings were set, appointments kept, resident requests were addressed and that this Board was always informed of the latest issues for which decisions had to be made in a timely manner; to the Finance staff reporting to Carol Johnston, who ensured that our payments remained current, that all departmental costs were being accounted for promptly and accurately and that our budgets were prepared accurately and properly; for Jennifer Scannell's Treasury Department, that ensured that revenues were collected and processed promptly so that the Town could meet its financial obligations; and for the efforts of Patty Kayo's Council On Aging Department, for ensuring that the needs of the senior community were met throughout this period of crisis.

There are other departments that we seldom think about but are fundamental to the successful operation of this community. The Assessors, Building Department, Town Clerk's office and Board of Health are typical of these. Working together, they make a Town what it is.

In summary, it is important to remember that this Town of Millis functions as a result of everyone contributing in their own way to its success. It's not just a collection of disparate departments and individuals, of residents and committees, of elected officials and committee appointees. It is all of these working together for the same goal, to provide our community with the resources necessary to make it the best place that we can possibly create as the place where we want to live. So thanks to everyone for your efforts that have created the Millis that we choose to live in today. It is your Town, it is our Town, it is a town that represents all of us and it is a place in which we are proud to live.

Respectfully Submitted,

Peter C. Jurmain

Chair, Millis Select Board

**Board of Assessors
Annual Report for FY2021**

Millis had a single tax rate of \$19.62 for Fiscal Year 2021

Millis' Fiscal Year 2023 re-certification program is in progress. The State has changed the triennial recertification program to a 5-year program. Millis' last recertification was Fiscal Year 2018. To meet the requirements for recertification the Assessor's Office will continue property inspections throughout town. The inspections verify that the Assessor's Office has the correct property information. This would include the total square footage (exterior), interior information (including finished basements) and other property improvements (pools, sheds and other exterior improvements). The inspections are triggered for various reasons including sales in the previous calendar year, properties with permits and if a property has not been inspected in the past ten years. The Bureau of Local Assessments requires that a periodic data inspection program provide for the inspection of each parcel at least once every ten years. The Assessor's Office and The Board of Assessors would like to thank the property owners for their cooperation when inspections are requested.

Due to COVID restrictions, interior inspections were suspended in March of 2020, inspections did continue in a different way. Interior information was reviewed by speaking with builders, property owners, reviewing permits and MLS Listings. Exterior inspections were completed from sidewalk views and additions, new construction and basements finishes were updated from information obtained from plans and permits.

The Board and I would like to thank the Building Department and public for their help and cooperation in helping maintain accurate information.

There were some changes in the Assessing Office in 2021! We would like to thank Robert Cantoreggi for serving on the Board of Assessor's and welcome Diane Jurmain as our new Board Member. Department Assistant Ellie Baczkowski accepted a position outside of Millis, and we wish her well!

Town Maps are available on the Town's web site www.millisma.gov. Property record cards are available on line and can be found by using the Town's GIS System.

The Town offers various exemptions to eligible property owners; please contact our office for more information. Various information and exemption forms are available on the Town's web site www.millisma.gov.

Fiscal Year 2021 Tax Classification

Tax Classification	Assessed Values	Percent of Tax Levy
Residential	\$1,265,444,513	91.4962
Open Space	0	0
Commercial	\$71,144,787	5.1440
Industrial	\$17,241,900	1.2467
Personal Property	\$29,225,960	2.1131
Total	\$1,383,057,160	100.00

Fiscal Year 2021 Average Single-Family Tax Bill

Number of Single-Family Parcels	2,220
Assessed Value of Single-Family Home	\$433,509
Average Single-Family Tax Bill	\$8,505

Respectfully Summited,

Teri Gonsalves, Town Assessor
Elizabeth Rand, Department Assistant

Millis Board of Assessors:

Robert Venear, Chair
Lisa Hardin
Diane Jurmain

Town of Millis
 Top 10 Taxpayers FY2021

Name	Nature of Business	Fiscal 2021 Assessed Value	Fiscal 2021 Tax Levy	% of Tax Levy
Stoneybrook Village, LLC	Apartments	\$ 18,170,100	\$ 356,497.36	1.31%
Millistion Common - Rosenfeld	Office- Retail-Land	\$ 14,899,900	\$ 292,336.04	1.08%
Tresca Brothers Sand & Gravel	Concrete Manufacture	\$ 5,502,400	\$ 107,957.09	0.40%
W F Whelan Rlty Trust	Apartments	\$ 5,147,100	\$ 100,986.10	0.37%
Toll Limited Partnership	Developer	\$ 4,187,700	\$ 82,162.67	0.30%
C & A Partners, LLC	Retail Warehouse	\$ 4,169,500	\$ 81,805.59	0.30%
AC Millis, LLC	Industrial Warehouse	\$ 3,293,200	\$ 64,612.58	0.24%
Nexgen Rlty Tr	Restaurant-Retail	\$ 2,895,100	\$ 56,801.86	0.21%
Sikh Dharma of Mass, Inc	Yoga Village	\$ 2,413,000	\$ 47,343.06	0.17%
1313 Main Street, LLC	Retail Warehouse	\$ 2,280,500	\$ 44,743.41	0.16%
Total		\$ 62,958,500	\$ 1,235,245.77	4.55%

**BOARD OF HEALTH
Annual Report 2021**

Public Health Director: John McVeigh, MBA, CHO, RS
Public Health Nurse: Sarah Ward, RN
Administrative Assistant: Jennifer Kiggen
Board of Health Chair: Jaikaur LeBlanc
Member: Matthew Fuller, PHD
Member: Donna Scotland
CoVid Contact Tracing: Anne McManus, NP

The Health Department staff consists of a part-time Nurse, a part-time Administrative Assistant, and a full-time Director. The Director reports to the Board of Health, which consists of three, Town-elected members. Our mission and responsibility are to protect the community by creating and maintaining conditions that keep our people healthy. Licensing, permitting, health surveillance, health promotion and emergency preparedness are several key components of our efforts. Please note: Many of the following activities and programs were on hold or reduced due to the pandemic and related safety issues.

Licensing

In 2021, the department processed 120 business licenses to food establishments, septic installers, septic haulers, trash haulers, hazardous material storage facilities, public and semi-public pools, tobacco establishments and body art establishments. State and local government require that these licenses be renewed annually. The department generated \$20,065 in revenue from the issuance of licenses.

The following is a list of notable licenses issued in 2021:

Food Service (All)	45
Hazardous Materials Storage	24
Septic Installers	16
Septic Haulers	15
Tobacco	9
Trash Haulers	6
Swimming Pools (public & semi-public)	0
Body Art Practitioners	2
Body Art Establishment	1
Funeral Director	1
Tanning	0
Marijuana Facility	1

Permitting

The department issued 78 permits in 2021. These permits were issued for camps, the construction of private septic systems, the abandonment of private septic systems, installation of private swimming pools, beaver management and site developments that exceed Environmental Health Impact Report (EHIR) thresholds. Unlike licenses, permit applications are received from residents throughout the year as needed. The department generated \$8,425 from the issuance of permits.

The following is a list of notable permits issued in 2021:

Septic system construction permits	3
Temporary food event permits	19
Soil testing (both septic and stormwater) permits	20
Septic abandonment permits	2
Septic Plan reviews	15
Title V reviews	10
Residential swimming pool construction permits	3
Beaver management permits	0
Permit to raise domestic fowl	1
Camp permits	2
Environmental Health Permits	2
Private Wells	1

Health Surveillance

The department conducted routine inspections of food establishments, recreational camps, public swimming pools, hazardous waste storage facilities, and tanning facilities. The department, in a normal year, conducts an estimated 54 food establishments inspections twice per year.

The department responded to the community's complaints of air quality, noise, odor, trash, dust and other nuisances. In 2021 the department investigated: 16 housing related complaints, 2 food related complaints and 22 environmental complaints (noise, CoVid, trash, air quality).

The Board of Health each year selects an intern from an area public health university to work on a project for the Town. This year the intern from the University of Lowell assisted with risk communication and data collection for the ongoing PFAS (Per- and Polyfluoroalkyl Substances) concern.

Tobacco Related

The Department routinely deals with tobacco related issues including compliance checks on all town vendors. The Health Department was involved in the new vaping concerns, and enforced subsequent regulations that the State enacted to protect the public health.

Emergency Preparedness and Health Promotion

Emergency Preparedness

As required by the United States Centers for Disease Control and Prevention (CDC), and the Office of Preparedness and Emergency Management (OPEM), the department continues to be involved with Bioterrorism and Emergency Preparedness planning. The department is actively involved in the Local Emergency Planning Committee and with the Health and Medical Coordinating Coalition Region 4AB.

The department also leads a group of local volunteers that are committed to assisting the community in the event of a natural or manmade emergency. The Millis Medical Reserve Corps (MRC) is comprised of both medically trained and non-medically trained residents. Residents interested in joining the MRC are urged to call the department at (508) 376-7042. Information about the regional MRC can be accessed online at: <http://region4a-ma.org/MRC>

Health Fair and Flu Clinics

The Millis Health Department continued its commitment to the prevention of communicable disease with several small fall Flu Clinics in 2021. A Flu Clinic for ages 8 years and older was held in the Veterans Memorial Building.

MRC volunteers assisted at the flu clinics by administering flu shots and by helping with paper work and clinic traffic flow. The well-attended flu clinics would not be possible without the help of these volunteers. The department wishes to extend a sincere thanks to our dedicated MRC volunteers.

The Town's Public Health Nurse also hosted clinics in her office to accommodate people unable to attend the clinics. Several afternoon clinics were held to vaccinate town employees.

All flu vaccine was provided free of charge to residents regardless of insurance status.

Annual Rabies Clinic

The Town run annual Rabies Clinic at the DPW garage was cancelled due to CoVid related issues .

Collaboration with Town Agencies

Working with various Town boards, departments and committees, the department worked to promote healthy living in the community.

Representatives from the department were active participants in the Drinking Water Committee, the Local Emergency Planning Committee, the Master Planning Implementation Committee, the Safety Committee and the Sewer Study committee.

Responsible Disposal of Household Hazardous Waste

The department continued to collaborate with Millis Public Works Department, the Norfolk Recycling Center and Wheelabrator Technologies, Inc. to provide environmentally safe means of household hazardous waste disposal.

For an established fee, Millis residents were allowed to obtain a visitor's pass for the disposal of common household hazardous waste items at the Norfolk Recycling/Transfer Station from April 1st through September 30th. This program will continue in 2022

Working with Wheelabrator Technologies, Inc. the department offered Millis residents an opportunity to drop off mercury switches, thermostats and thermometers at our office for recycling. This program will continue in 2022.

Responsible Disposal of Household Medical Waste and unwanted Prescription Drugs

The department continued to collaborate with the Millis Fire and Rescue Department to provide residents an opportunity to dispose of used medical sharps. This program will continue in 2022 Residents are encouraged to bring used medical syringes to a kiosk located in the Fire Station.

Residents are also encouraged to remove and discard unwanted prescription drugs from their homes. Drug drop boxes are located in several neighboring communities. The drop box is located at the Millis Police Department Lobby, free of charge, and allows an environmentally safe means of disposing of unwanted drugs. The following website offers a comprehensive list of drug drop boxes available for use: <https://www.mass.gov/service-details/find-a-waste-medication-kiosk> The department will be happy to help locate the nearest drop box for residents. Please call (508) 376-7042 for assistance.

Food Related

Throughout the year the department was notified of food recalls through the Health and Homeland Alert Network (HHAN). Once notified, the department documented the recall, posted the information in Town Hall and contacted businesses distributing the recalled food items. For updated recall information: <https://www.fsis.usda.gov>.

In accordance with Federal/State food regulations, organizations that sell or distribute food items are required to obtain a Temporary Food Permit prior to their events. Foodborne illnesses are often caused by improper food preparation and storage. The department reviews temporary food permit applications for compliance with State food regulations prior to the issuance of permit. There is no fee required for these non-profit permits.

The Health Department inspects all food service facilities twice per year and uses the Food Code as criteria. The inspector also checks grease trap logs to ensure timely and proper disposal.

Mosquito Control

The department serves as a liaison between the Norfolk County Mosquito Control District (NCMCD) and the Town. The NCMCD notifies the department of planned mosquito-control application activities. Once notified the department posts this information on the Town website.

The 2022 Larvicide spray schedule, when available, will be posted on both the Town website and the NCMDC website, www.norfolkcountymosquito.org. Residents are encouraged to request services or to opt-out of the spray application on their private property via the NCMDC website.

In 2021, the NCMCD continued to apply an Integrated Pest Management (IPM) approach to mosquito control. This approach included mosquito surveillance, water management, larval mosquito control and adult mosquito control. In an effort to reduce mosquito breeding areas in our community in 2021 the NCMCD performed the following:

Virus Isolations in the town:	4 samples submitted, with 0 isolations in 2021
Requests for service:	339

Culverts cleared	0 culverts
Drainage ditches checked/hand cleaned	0 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	0

Larval Control

Spring aerial larvicide applications	(April)	0 acres
Summer aerial larvicide applications	(May – August)	0 acres
Larval control - briquette & granular applications by hand		14.6 acres
Abandoned/unopened pool or other manmade structures treated		0 briquettes

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks 5,978 acres

Because many species of mosquitos are found to breed in stagnant water, the NCMCD encourages people with unused tires to call the NCMCD for a free pick up and disposal of automotive tires.

Should a mosquito-borne virus be identified in Town, the department would work with the Millis School, Police and Fire, and Public Works Departments to immediately notify residents. Reverse 911, Millis Public Schools' Listserv and message boards would all be utilized. The department would then work with the NCMCD and the Centers of Disease Control (CDC) to limit public exposure.

Public Health Nurse Report

In addition to administrating vaccine throughout the fall season, the nurse is responsible for documenting all vaccinations and for seeking reimbursement for the cost of the program. Each vaccine dose is recorded as required by the Department of Public Health in the online network Massachusetts Immunization Information System (MIIS). The nurse submits insurance information for reimbursement from commercial plans and from Medicare. The Town received \$5,610.61 in reimbursements for the former season's Flu vaccine administration. This money was used to purchase medical supplies, to fund sharps collection services for the Town and to finance the purchase of future vaccine.

Communicable disease investigation is an ongoing requirement of municipal health departments. The nurse uses the Massachusetts Virtual Epidemiologic online network (MAVEN) to investigate, report, and follow-up on communicable diseases involving Town residents. Education of the public and prevention of further spread of communicable disease are important components of this mandate.

Pandemic related issues were the predominant focus during 2021. This included: contact tracing, cluster investigation, and isolation/quarantine procedures. Vaccination planning was also a priority towards the latter half of 2021.

The following communicable diseases were recorded or investigated for the year 2021:

Disease	Num of Cases
Babesiosis	2
Campylobacteriosis	1
Cryptosporidiosis	0
Hepatitis C	3
Human Granulocytic Anaplasmosis	4
Influenza A/B	7
Legionellosis	1
Lyme Disease	33
Novel Coronavirus (SARS, MERS, etc)	729
Tuberculosis (Latent)	5
Shigella	1
Salmonella	0
Strep Pneumoniae	0
HGA	0
Pertussis	0
Measles	0
Giardiasis	1
Varicella	2
Hepatitis B	1
TOTAL	790

Respectfully Submitted,
John McVeigh, MBA, CHO, RS
Health Director

REPORT OF THE BUILDING DEPARTMENT

Receipts from January 1, 2021 - December 31, 2021 were:

Building permits \$973,561.90

Wiring permits \$71,940.53

Plumbing permits \$60,815.00

Gas permits \$24,171.00

Total \$1,163,211.43

BUILDING DEPARTMENT –1488 permits were issued for all construction categories in 2021. The estimated construction value is \$ 66,581,256.00 as follows:

BUILDING PERMITS	619
WIRING	404
PLUMBING	228
GAS	237

The building department made approximately 2150 site inspections, responds to fire calls, conducts safety inspections, conducts inspections for compliance with the state building code, zoning enforcement requests, inspections for compliance with the state electrical code as well as plumbing and gas code, issues all permits, meets with licensee's, homeowners and the general public. Provides customer service taking hundreds of phone requests from contractors and residents as well as working with other town agencies.

I would like to thank the Board of Selectmen, all town departments and the residents of the Town of Millis for their support. The building department looks forward to the continued construction growth and the challenges for ensuring code compliance in the future.

The building department, under the Mass. Office of Public Safety and Inspections, enforces 780 CMR Massachusetts Building Code, M.G.L. 40A The Zoning Act, Local Zoning by-laws, 521 CMR A.A.B. Regulations, Enforces Planning Board decisions, Zoning Board decisions, Storm Water Regulations, Trench Regulations, Assists with the enforcement of 310 CMR Wetland Protection Act, Enforces 527 CMR Massachusetts Electrical Code, 248 CMR Massachusetts Plumbing & Gas Code and other related regulations we also respond to various other requests.

A sincere thank you to Liz Rand for her dedication to the building department over the past 5 years, we wish her well in her new position as assistant assessor. We welcome Jennifer Kiggen back to the building department as our department assistant. Also thanking Steve Bianchi for his dedication to keeping our file system current and his customer service skills.

Respectfully submitted,

Michael Giampietro, C.B.O.

Building Commissioner/Zoning Officer/Chief Wire Inspector

Gary Pelletier, Alternate Building Commissioner

Robert Fogarty, Local Inspector

Michael Mancini, Deputy Wire Inspector

Jennifer Sweet, Deputy Wiring Inspector

Timothy Costello Plumbing/Gas Inspector

Jack Rose, Deputy Plumbing and Gas Inspector

Joseph Zacchelli, Temporary Deputy Plumbing and Gas Inspector

Department Assistants, Jennifer Kiggen & Steve Bianchi

Capital Planning Committee Report – May 2021

The Capital Planning Committee is pleased to present the Town with our capital planning report for May, 2021. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The Committee has worked with the Select Board, Town Administrator, School, DPW, Police, Fire and other town departments to compile the information provided in this report.

Over the past year, the Capital Planning Committee has been able to meet virtually to quantify and prioritize the various capital needs of the Town. For those items considered, the Committee went through a process to rank the priorities for the various projects, which accounted such factors as public safety, integration with broader projects, and overall benefit to the Town. Based on this ranking, the committee then grouped the various capital items into three categories 1) highest priorities 2) medium priorities and 3) lower priorities.

A high-level breakdown of these items is shown in the table below:

	# of projects	Total estimated cost
Highest priorities	8	\$ 1,911,752
Medium priorities	5	264,867
Lower priorities	5	162,508
Total	18	\$ 2,339,127

High priorities include engineering studies to assess options for PFAS remediation, a replacement of one of the Town's ambulances, special education vans, stormwater upgrades in the Village/Birch street area, and a state-mandated water systems emergency response plan. Medium priorities include a new police car, upgrades to kitchen equipment for the senior center and a replacement school bus.

It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items.

Also included in this report is a schedule that summarizes the Town's known long-term capital needs for the next 10-years and beyond that have been identified by the various departments. The intent of the Committee is to provide the citizens of Millis with as much transparency as possible to the evolving future capital needs of the town, and as you will see, they are significant, totaling approximately \$73.2 million, which is a significant increase from our 2020 report, which identified approximately \$54.6 million of projects. The roughly \$19 million increase is due to a number of placeholders that have been added to the list including the potential cost of a senior center (\$7.5M), costs related to renovating the Lansing Millis building (\$2M). Also included in the plan is approximately \$8M towards design and construction of new water treatment plants that will likely be necessary for PFAS mitigation mandated by the Massachusetts Department of Environmental Protection. The report breaks down the capital items into several categories, including Facilities, Public Safety, Public Works, Schools and other. The items are then subcategorized by department.

It should be noted that this long-term report does not represent a recommendation from the Committee to proceed with any particular capital item on the list, nor does it presume what source(s) of

funding would be needed to proceed with these capital items. It should also be noted that this long-term report will be updated periodically as new capital needs are identified, or items are removed from the list. The report will also be updated to reflect updated cost estimates for items as they become closer to reality. In particular, it should be noted that the Town is currently assessing potential options for the long-term needs of the Middle/High School and as of the writing of this report, we do not have enough information to provide a cost estimate and will update the report as more information is available.

The Committee had intended to hold a public meeting in advance of the Town Meeting to review the report with interested parties, but the current logistics related to social distancing and have made that impractical. We will look to hold a meeting at some point in the future once it is feasible to have a public gathering.

Since the Committee first compiled information on the Town's capital needs, we have refined the prioritization process, however, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Board, other relevant committees, department heads, and most importantly, the citizens of the Town of Millis.

The members of the Committee have regularly scheduled meetings where the public is welcome to attend and ask any questions regarding this report and we look forward to working with all interested parties on this important initiative. We also note that the Committee currently has two positions open for additional members and would be happy to meet with any member of the community who might be interested in taking a seat on the Committee.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair

Peter Berube

John Corcoran

James McCaffrey

Kerri Roche

Capital Planning Committee Priorities for May 2021 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	PFAS Design - D'Angelis water treatment plan Phase 1	\$197,900	Grant funding has been obtained to cover this cost
DPW	PFAS Design – D'Angelis water treatment plan Phase 2	200,000	
DPW	PFAS Design - Wells 3-6	255,600	
Fire	Ambulance Replacement	350,000	
School	2 Special education vans	103,500	
DPW	Water Systems Emergency Response Plan Update	30,000	
Town Administration	VMB Fire Alarm Replacement	63,024	
DPW	Village/Birch street stormwater upgrades	711,728	
	Subtotal	\$1,911,752	
Medium priorities			
Police	Cruiser (to replace car 44)	\$47,872	
Council on Aging	Kitchen update	25,000	
Assessor's office	iPad and software for assessor's office	18,595	
School	Apple computer lease	69,900	
School	Bus replacement	103,500	
	Subtotal	\$264,867	
Lower priorities			
School	Skid Steer	\$57,135	Recommend deferral to later date
COA	Handicapped Van	60,000	Recommend deferral to later date
Council on Aging	Flooring VMB Room 21	8,000	Recommend deferral to later date
COA	Vehicle	30,000	Recommend deferral to later date
Building department	Filing system	7,373	Recommend deferral to later date
	Subtotal	\$162,508	
Total		\$2,339,127	

Capital Planning Committee Report – November 2021

The Capital Planning Committee (CPC) is pleased to present the Town with our capital planning report for November 2021. The committee was established by bylaw in May of 2017 with the mandate of creating a long-term capital plan for the Town of Millis which could help citizens attain a more complete understanding of expenditures that the Town may need to undertake in coming years. The Committee has worked with the Select Board, Town Administrator, School, DPW, COA, Police, Fire and other town departments to compile the information provided in this report.

Over the past year, the Capital Planning Committee has been able to meet virtually to quantify and prioritize the various capital needs of the Town. For those items considered, the Committee went through a process to rank the priorities for the various projects, which accounted such factors as public safety, integration with broader projects, and overall benefit to the Town. Based on this ranking, the committee then grouped the various capital items into three categories 1) highest priorities 2) medium priorities and 3) lower priorities.

A high-level breakdown of these items is shown in the table below:

	# of projects	Total estimated cost
Highest priorities	10	\$6,983,911
Medium priorities	9	363,520
Lower priorities	8	239,552
Total	27	\$ 7,586,983

High priorities include construction of advanced water treatment plants to treat for PFAS at Wells 1 & 2, a replacement of a fire engine and police car, a replacement of one of the Town's ambulances, elevator repairs at the Middle High School, a new walk-in freezer at the MHS as well as a freezer to support meal delivery for the Council on Aging. Medium priorities include a renovation of the playground at Oak Grove, a new excavator, upgrades to the current senior center and a new filing system for the building department.

The CPC does not choose projects for consideration at Town Meeting based on availability of funding. Rather, the CPC evaluates all projects submitted by town departments based on urgency of need. The Select Board selects projects for inclusion in the Warrant and the Finance Committee makes its recommendation for action at Town Meeting.

It is noted that there are many capital needs that appear on the attached schedule that need to be deferred into the future when funding is available to proceed on these items. It is also noted that there are several projects on the horizon which will likely require resources beyond available discretionary funding. In particular, it should be noted that the Town is currently assessing potential options for the long-term needs of the Middle/High School, a new Senior Center, options for the Lansing Millis Building, and use of open space, including athletic fields. The Capital Planning Committee is working with various Town Departments and Committees to assess potential costs and funding options for these projects and have included preliminary estimates in our long-term capital plan.

Since the Committee first compiled information on the Town's capital needs, we have refined the prioritization process, however, we recognize that there are areas that will need to be further developed within the capital planning process, and as such, the Committee expects that the long term capital plan and the annual recommendation process will evolve over time to meet the needs of the Board, other relevant committees, department heads, and most importantly, the citizens of the Town of Millis.

The members of the Committee have regularly scheduled meetings where the public is welcome to attend and ask any questions regarding this report and we look forward to working with all interested parties on this important initiative. We also note that the Committee currently has one open position and would be happy to meet with any member of the community who might be interested in taking a seat on the Committee.

Respectfully submitted,

Town of Millis Capital Planning Committee

Jonathan Barry – Chair

Peter Berube

John Corcoran

James McCaffrey

Kerri Roche

Erin Underhill

Capital Planning Committee Priorities for November 2021 Town Warrant

Highest priorities			
Department	Description	Estimated Cost	Comment
DPW	Water treatment plant wells 1&2	5,590,000	Potential for some federal funding
Fire	Ambulance A-1	370,000	
Fire	Fire alarm master box library	15,000	
VMB	Fire panel replacement	63,024	Town awarded a grant to pay for this.
Fire	Replace Engine 1	750,000	
School	Walk in freezer	45,000	
Police	Cruiser - car 44	50,006	
DPW	Snowplow	12,850	
School	Elevator upgrades	80,000	
COA	Freezer	8,031	
Subtotal		\$6,983,911	
Medium priorities			
Oak grove	Playground renovation	127,006	
	Excavator		
DPW		50,035	
Town assessor	IPad software update	22,762	
COA	Senior center upgrades	19,217	
Bldg department	Filing system	18,000	
School	Computer replacement	30,000	
School	Computer replacement	30,000	
School	Replacement Chromebooks	16,500	
School	Steamer kettle	50,000	
Subtotal		\$363,520	
Lower priorities			
School	New skid steer	55,000	
DPW	Message board	17,022	
Library	Lighting system	15,000	
ConCom	Picnic tables benches, plus sign at pleasant meadow park	6,730	
School	MHS strippers, waxers, buffers	45,000	
Energy	Charging station	76,800	\$50k of state aid available for this project
School	Curriculum and instruction materials	10,000	
Rec committee	Pickleball court sound proofing	14,000	

	Subtotal	\$239,552	
Total		\$7,586,983	

Town of Millis
 Capital Planning Committee
 Summary of Capital Needs for FY 2022-2031

Row Labels	Sum of 2022	Sum of 2023	Sum of 2024	Sum of 2025	Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of Indefinite	Sum of 10-Year total
Facilities	71,024	827,225	487,697	791,159	1,078,450	50,000	50,000	50,000	76,878	50,000	16,692,754	20,225,187
COA	8,000										7,533,000	7,533,000
DPW											500,000	500,000
Facilities												
Multi		744,105	437,697	741,159	1,028,450				26,878		8,503,500	11,481,789
School	63,024	83,120	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	164,254	710,398
VMB	110,970	103,000	48,000	50,000	25,000	25,000	25,000	75,000	25,000	25,000	9,195,000	9,701,970
Other		25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	250,000
Administration												7,375
Building Department	7,375											135,000
COA	85,000							50,000				18,595
Equipment	18,595										7,170,000	7,170,000
Fields											2,000,000	2,000,000
Lansing Millis		15,000	18,000	25,000								58,000
Library		23,000		25,000								23,000
Oak Grove		40,000										40,000
Town Clerk												
Public Safety	445,572	896,990	500	266,350	380,500	204,450	190,500	486,480	82,495	500		2,956,337
Equipment	30,000	146,990	500	76,350	220,500	204,450	125,500	111,480	82,495	500		1,000,765
Vehicle	415,572	750,000		190,000	160,000		65,000	375,000				1,955,572
Public Works	1,595,149	3,198,254	2,982,255	3,067,850	2,478,976	2,506,878	2,574,882	2,487,993	2,397,000	2,552,000	10,116,444	35,302,681
Equipment		160,000		120,000							63,000	498,000
Infrastructure	1,595,149	2,970,254	2,990,255	2,877,850	2,478,976	2,481,878	2,484,882	2,487,993	2,397,000	2,397,000	9,903,444	34,354,681
Vehicle		63,000	52,000	70,000		25,000	90,000			155,000		486,000
Schools	256,035	676,594	411,058	361,712	462,272	473,824	477,208	417,830	781,586	594,536	125,000	450,000
Equipment	127,035	382,030	282,058	236,433	335,034	254,570	179,870	194,358	467,798	534,536	150,000	5,037,655
School	60,000	80,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000		3,118,772
Vehicle	69,000	214,564	69,000	65,280	67,238	159,254	237,338	163,472	257,788	60,000		620,000
Grand Total	2,478,750	5,699,063	3,924,510	4,537,071	4,425,198	3,260,152	3,317,590	3,517,303	3,362,960	3,222,086	36,129,198	73,223,890

3/30/2021 18:44

**PROSPECT HILL CEMETERY
2021 ANNUAL REPORT**

- Prospect Hill Cemetery had 48 burials in 2021.
- Prospect Hill Cemetery sold 32 graves in 2021.
- Committee member Wayne Simpson, surveyed newly constructed section G for the purpose of layout of future lots. The design will be presented to the committee for vote before the lots are available.
- The Committee would like to thank the Winiker Family for donating the funds to install a new walkway in the lower end of section E. The new walkway will make it easier for families to access their loved ones. The walkway is part of the original design of section E.
- The Committee would like to thank Millis resident Siobhan Fagan and her family, they volunteered to clean older headstones at Prospect Hill Cemetery. Both Medal of Honor recipients Charles Church Roberts and William D. Newland were some of the headstones cleaned.
- As in years past 6 trees that were diseased and storm damaged had to be taken down in various locations of the cemetery.
- The committee continues to review the existing Rules and Regulations to determine if they are meeting current, as well as foreseeable needs of the Cemetery.
- Thank you to the people of Millis for their continued support given to keeping our cemetery the beautiful and historic treasure that it is today.

Respectfully submitted for the Cemetery Review Committee:

Members:	Marsha Collins	Ex officio: Steven Main
	John Doyle	
	James McKay	
	Jeffrey Mushnick	
	Wayne Simpson	
	Erin Underhill	
	Charles Vecchi	

2021 ANNUAL REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

The Massachusetts Community Preservation Act (CPA) was adopted by the Town of Millis in 2006, when a one percent property tax surcharge was approved by Millis voters. These funds are to be used for open space, recreation, community housing, and historic buildings and landscapes.

The Millis Community Preservation Committee (CPC) consists of representatives from the Board of Selectmen, Conservation Commission, Historical Commission, Planning Board, Recreation Committee, Housing Authority, and three member-at-large citizens appointed by the Board of Selectmen. The purpose of the CPC is to review all project proposals, vote to approve or reject projects for submittal to Town meeting, and review the needs of the Town and make recommendations for the use of CPA funds.

The CPC welcomes project proposals from any resident or group of citizens of Millis. The CPC developed guidance in March 2009 to assist Millis citizens in developing proposals. This document/application may be downloaded from the Town of Millis Community Preservation Committee website.

The CPC has funded several projects through the approval of Town Meeting. In 2021, projects included appropriating \$1,469.00 for Phase II of the Henry F. Walling Map Preservation Project submitted by the Millis Public Library. The CPC also funded \$10,300.00 for the High School Field Dugout project submitted by Brian Nichols for his Senior Project.

All Millis residents are welcomed to attend our meetings to discuss ideas and/or project proposals. The CPC generally meets on the first Thursday of each month. Meetings are posted at the Veterans Memorial Building and the Town of Millis website. Please visit our website for additional information and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/community-preservation-committee>

Respectfully submitted,

The Millis Community Preservation Committee:

Nathan Maltinsky, Chair (Historical Comm.)	Dave Baker (Member at Large)
Wendy Barry (Member at Large)	Pam Mustard (Recreation Comm)
Erin Underhill (Select Board)	James McKay (Member at Large)
Mary-Ellen D'Espinosa (Housing Authority)	Alan Handel (Planning Board)
James Lederer (Conservation Commission)	
Catherine MacInnes (FinCom Liaison)	
Camille Standley, Administrative Assistant	

**TOWN OF MILLIS
COMMUNITY PRESERVATION FUND
THROUGH 01/31/2022**

TOTAL CASH RECEIVED FY 2008	\$101,695.01
TOTAL CASH RECEIVED FY 2009	\$179,671.27
TOTAL CASH RECEIVED FY 2010	\$145,237.14
TOTAL CASH RECEIVED FY 2011	\$138,468.83
TOTAL CASH RECEIVED FY 2012	\$137,684.53
TOTAL CASH RECEIVED FY 2013	\$142,525.75
TOTAL CASH RECEIVED FY 2014	\$178,900.71
TOTAL CASH RECEIVED FY 2015	\$164,736.51
TOTAL CASH RECEIVED FY 2016	\$169,675.91
TOTAL CASH RECEIVED FY 2017	\$169,543.82
TOTAL CASH RECEIVED FY 2018	\$177,319.91
TOTAL CASH RECEIVED FY 2019	\$195,481.22
TOTAL CASH RECEIVED FY 2020	\$233,675.44
TOTAL CASH RECEIVED FY 2021	\$268,340.40
TOTAL CASH RECEIVED FY 2022	\$248,578.15

TOTAL LIFE TO DATE **\$2,651,534.60**

FY 2022	06/30/21	appropriation	transfer	01/31/22
RESERVED FOR OPEN SPACE	\$25,998.56	\$25,098.00	\$0.00	\$51,096.56
RESERVED FOR HISTORIC RESOURCE	\$77,397.37	\$29,098.00	\$0.00	\$106,495.37
RESERVED FOR COMMUNITY HOUSING	\$129,078.00	\$25,098.00	\$0.00	\$154,176.00
BUDGETED RESERVE	\$0.00	\$80,000.00	\$0.00	\$80,000.00
UNDESIGNATED FUND BALANCE 06/30/2021	\$788,340.38			\$618,708.83
TOTAL	\$1,020,814.31	\$159,294.00	\$0.00	\$1,010,476.76

FY 2022	07/01/21 BUDGETED	EXPENDED	01/31/22 AVAILABLE
OPERATING BUDGET			
SALARY BUDGET	\$6,274.50	\$2,322.60	\$3,951.90
EXPENSE BUDGET	\$6,274.50	\$160.72	\$6,113.78
LONG TERM DEBT PRINCIPAL	\$20,000.00	\$20,000.00	\$0.00
SHORT TERM DEBT PRINCIPAL	\$0.00	\$0.00	\$0.00
LONG TERM DEBT INTEREST	\$9,950.00	\$9,950.00	\$0.00
SHORT TERM DEBT INTEREST	\$0.00	\$0.00	\$0.00
	SUB-TOTAL	\$42,499.00	\$32,433.32
			\$10,065.68

ARTICLES			
NIAGRA FIRE HOUSE PHASE 4	\$11,333.79	\$0.00	\$11,333.79
HOUSING PRODUCTION	\$0.00	\$0.00	\$0.00
NIAGARA HALL RECORD PRESERVATON	\$6,317.55	\$0.00	\$6,317.55
DIGITIZATION OF HINDY ROSENFELD COLLECTION	\$161.06	\$0.00	\$161.06
PRESERVATION & REHAB H.F. WALLING MAP	\$600.00	\$0.00	\$600.00
MEMORIAL FIELDS IMPROVEMENTS PROJECT	\$49.99	\$0.00	\$49.99
PRESERVATION & REHAB H.F. WALLING MAP	\$52.20	\$0.00	\$52.20
MILLIS HS DUGOUT PROJECT	\$4,192.15	\$3,902.61	\$289.54
	SUB-TOTAL	\$22,706.74	\$3,902.61
			\$18,804.13
TOTAL OPERATING BUDGET & ARTICLES	\$65,205.74	\$36,335.93	\$28,869.81

2021 REPORT OF THE MILLIS CONSERVATION COMMISSION

The Millis Conservation Commission is responsible for protecting the natural resources of Millis and protecting the town's watershed resources. The Commission remains dedicated to administering the Town of Millis Wetlands Protection Bylaws – Article XIX – and the Commonwealth of Massachusetts Wetlands Protection Act Regulations 310 CMR 10.00. We continue to meet to hear and discuss issues pertaining to wetlands in the Town of Millis. In 2021, the Conservation Commission conducted its schedule of public hearings to review applications pertaining to the Massachusetts Wetlands Protection Act and the Town of Millis Wetlands Protection Bylaw.

Applications, in part, consisted of Abbreviated Notices of Resource Area Delineations, Notices of Intent, Requests for Determination of Applicability and Certificates of Compliance. These applications included numerous site visits conducted by the Commission. Site visits/walks to judge compliance with Orders of Conditions and issuance of Certificates of Compliance (COC) for a number of completed projects were also conducted by the Commission members during 2021. We are pleased to report that permit conditions were satisfactorily met for a majority of projects. The Commission continues its oversight of the Regency at Glen Ellen Senior Residential Community Development; Acorn Place Senior Residential Community Development; Emerson Place Subdivision. Highlights included the approval of water treatment plant improvements at the Dept. of Public Works facility on Water St. and numerous single-family home construction approvals.

The Conservation Commission is the official agency specifically charged with the protection of natural wetland resources in the Town of Millis. The Commission is authorized to administer the State Wetlands Protection Act and additionally, the Conservation Commission is charged with administering the Town's Wetland Protection Bylaw (Article XIX). The Commission also continues to investigate further changes to better protect Millis' resources by working on amending the Town of Millis, Wetlands Protection, Rules and Regulations, promulgated under the Town of Millis Wetlands Protection Bylaw.

The Conservation Commission typically meets once a month on Monday evenings. Our meeting times and dates are posted on the Town of Millis website and in the Veterans Memorial Building, Main Street, Millis. All meetings are open to the public. Public hearing notices are also printed in the Milford Daily News. We encourage residents to attend our meetings if they have questions or concerns pertaining to wetland protection.

The Conservation Commission comprises seven volunteer residents. The Commission welcomed Mr. David Larsen in November. The varied expertise of these members greatly enhances the efficacy of the Millis Conservation Commission. Also, thank you to Camille Standley, our dedicated Administrative Assistant.

The Millis Conservation Commission also oversees parcels of land that were purchased in part by the Town of Millis or were acquired through donations. An example is the property at 72 Pleasant Street, the former Verderber Farm, which is comprised of a diverse mixture of wooded uplands, open grassy meadows and wetlands. Through the diligence of Commission members John Steadman and Carol Hayes, funds were approved at the November Town Meeting for picnic tables and benches to be purchased for this property. The Commission would like to thank those individuals and families who have donated precious wetland and upland areas to the Commission for perpetuity. By your kindness, you have acted to preserve part of your hometown for yourself and future generations to enjoy.

Millis contains numerous wetlands which are important assets for water quality and wildlife habitat. While some of these are very large, there are many smaller wetland areas. The Commission is available to work with all residents regarding the rules and regulations pertaining to wetlands. For example, the Commission frequently meets with property owners prior to them removing trees, etc. to offer guidance, and in some cases, require placement of some minor erosion controls prior to beginning the work. Please don't hesitate to contact us if you are uncertain if your property is adjacent to or includes a protected or jurisdictional area.

Please visit our website for additional information and regularly posted agendas and meeting minutes at: <https://www.millisma.gov/conservation-commission>

Respectfully submitted,
The Millis Conservation Commission

Dr. James Lederer, Chair
Carol Hayes, Vice Chair
Edward Chisholm
Christine Gavin

John Steadman
Scott McPhee
David Larsen
Camille Standley, Administrative Assistant

REPORT OF THE MILLIS COUNCIL ON AGING

The Council on Aging is pleased to present its 2021 Annual Report to the residents of Millis. We provide information on a wide range of local, state and federal programs and services. Programs such as: Fuel Assistance, Food Stamps, Senior Citizen Tax Work-Off Program, USDA Grants and Loans, SHINE, Home Modification Loan Programs, The Millis Fund and many other age friendly programs are accessible here. The Council's mission is to provide health promotion, educational, socialization, consultation and advocacy resources to those over 60. The Council is located on the ground floor of the Veteran's Memorial Building. The facility is open Monday, Tuesday, and Wednesday from 8:30a.m. to 4:00p.m. Thursdays until 2:00p.m and Fridays 8:30a.m. to 12:30p.m. There are monthly presentations on topics that are pertinent to successful aging. The Center offers books for loan, a meeting room with a large flat screen television, and piano; and a separate room that houses five computers which are available for community use. There is a dining area that is used for daily congregate lunches, and a drop-in room with complimentary coffee and pastries.

During this reporting year, 699 Millis residents visited our Center for Outreach services, Medicare counseling, presentations, exercise programs, lunch or to just drop in. Over the past year, we have received 3,570 requests for information from our over-60 population, their families and disabled Millis residents. Our vans traveled 6,970 miles making 733 trips to medical appointments, shopping and other destinations.

Funding for activities at the center is largely supported by The Friends of Millis' COA Inc. This private non-profit 503(c) organization raises monies through a variety of events; and in turn supports programs and purchases equipment that cannot be provided by state and local government. All that we do here at the COA is made possible with the support and direction of our Council on Aging Board. They are a group of residents appointed by the Town Administrator to set the policy and direction of the COA; to help the staff identify community needs and to explore ways to meet those needs. They are directly involved in many of our programs, giving freely of their time, talents and patience to improve the quality of life in Millis for older and disabled residents.

Our staff and Board of Directors steer the COA in the right direction, but it is our volunteers who provide the energy to make the following programs possible: transportation, "Meals on Wheels", blood pressure clinics, newsletter mailings, computer tutoring, Line Dancing, Crafty Ladies, and bingo to name a few. We honor these dedicated individuals each May/June at our annual Volunteer Recognition Luncheon.

Without their efforts, we would be unable to provide the wide range of services which Millis has offered. We are deeply appreciative of their contributions. Other agencies that assist us throughout the year are Millis Police and Fire, Town Hall Employees, The Millis DPW, The Millis Cultural Arts Council, Roche Brothers, Shaw's Supermarket, Blue Moon Café, Country Kitchen, our community service students and the local Daisy Girl Scout Troop. We are appreciative of our many volunteers. On behalf of the Millis COA, I extend our heartfelt gratitude to each and every one of you for your commitment to our mission.

Respectfully submitted,
Patty Kayo, Senior Center Director

Council on Aging Board:

Chairperson- *Herbert Lannon*
Vice Chair- Christine McCaffrey
Secretary- Helen Daly
HESSCO Representative- Elizabeth Derwin
Member- Elizabeth Derwin
Member- William Brown
Member- Lisette Walter

Senior Center Staff

Director- Patty Kayo
Outreach- Deborah Sand
Department Assistant- Sandy Moore
Clerk Dispatch- Linda Stetson

The Millis Cultural Council

The Millis Cultural Council is part of a grassroots network of 329 local councils that serve cities and towns across Massachusetts. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, which then allocates funds to each local council. The local councils then decide how the funds will be awarded to grant applicants. Millis Cultural Council members are community volunteers appointed by the Board of Selectmen. More information about the annual grant funding and the MCC can be found at www.mass-culture.org and on the Millis town website at www.millis.org under boards and committees.

The mission of the Millis Cultural Council is to promote excellence, access, and diversity in the arts, humanities, and interpretive sciences in order to enhance the quality of life in our community. The MCC strives to achieve these goals through the funding of local arts projects and programs with grants, and by hosting special events in Millis.

In 2021 the Millis Cultural Council awarded fifteen grants totaling \$9,192 for cultural programs in Millis. The MCC received fifteen grant applications for 2021, with six applicants from the town of Millis. Of the awarded grants, six were from Millis, receiving 46% of our granted funds. 97% of the grant funds funded activities right in Millis.

The 2021 Millis Cultural Council grant recipients were:

- Community Activity Walk, Kennedy Terrace \$900
- Elijah T. Grasshopper & Friends \$600
- Kennedy Terrace Community Concert \$500
- Everybody Has a Story: Memoir Writing Workshop \$520
- Duo Pianists, Composers & Educators Whipple & Morales in Concert \$750
- Chamber Music Concert for Cable TV in Millis and more towns \$1,000
- CHAINSAWS, CHEESEBURGERS AND ROCK N' ROLL- LIVE! \$500
- Tails and Tales Summer Reading Magic Show \$1,137
- Cheese and Soap Making \$750
- Organic Gardening for Everyone \$450
- Open Door Connections \$300
- Jean Francois Millet's Dandelions: How to Pastel Paint \$515
- Theater Collaboration with Millis Middle School Drama \$540

- Rockin' Rollin 50's \$450
- Hip Hop Dance Chair Exercise for Seniors! \$280

Unfortunately due to COVID restrictions many of the programs had to postpone, modify or cancel their events.

The Millis Cultural Council hosted its annual visual and performing arts exhibit at the Millis Public Library on September 17, 2021 titled “Live - in Living Color” celebrating a return to live exhibitions after the pandemic had subsided enough to safely host the event. Over 20 local visual artists presented work at the event and at multiple live musical acts performed outside the library on the green during the afternoon event. Some photographs of the event are below:









Member Stephanie Copice completed her maximum term of six years in 2021, and rotated off the Cultural Council. However, in 2021, successfully fulfilling our 2020 membership growth initiative, we added three new members, Lelia Tenreiro-Viana, Jen Zarutskie (formerly Sieczkiewicz) and Meaghan Quilop; with a fourth pending for appointment in 2022, Edward B. Ginn.

Anyone interested in joining the Millis Cultural Council can download a volunteer form on the town website or email millisculturalcouncil@gmail.com for more information. Informal volunteers and community help for our events is always welcome and appreciated as well.

The 2021 Millis Cultural Council Members:

Jen Zarutskie (formerly Sieczkiewicz), Chairperson - 140 Causeway Street

Laura Doherty, Clerk - 10 Cottage Ave

Melany Ferrimy, Treasurer - 2 Rolling Meadow Drive

Lelia Tenreiro-Viana, Member - 87 Key Street

Amy Cohen, Member - 190 Village Street

Rob Zammarchi, Member - 151 Exchange Street

Meaghan Quilop, Member - 260 Plain Street

Respectfully submitted,

Jen Zarutskie

Chairperson, Millis Cultural Council

DEPARTMENT OF PUBLIC WORKS

The Millis DPW is responsible for maintaining and operating the following:

- 55 miles of roads;
- Stormwater Management System, (55) Miles of Drainage Systems, (162) Outfalls;
- Water System with (2) Storage Tanks, (6) Water Production Wells, (2) High Pressure Booster Pumps, (47.5) miles of Water Main and a Scada (Supervisory Control and Data Acquisition) System;
- Sewer System that serves more than 2/3 of Millis residents, (5) Sewer Pump Stations, (3) Meter Stations monitored by the Scada System;
- Prospect Hill Cemetery;
- Parks and Playground Equipment;
- Athletic Fields;
- Transfer Station and Recycling Center;
- Maintenance and Repair of Town Owned Equipment and Vehicles;
- Maintenance of a Landfill;
- Overhead and Ornamental Street Lighting

The DPW maintains all of the above with the following staff:

- 1 DPW Superintendent;
- 1 Water and Sewer Superintendent;
- 1 Mechanic and Facilities Manager;
- 1 Parks and Cemetery Staff;
- 1 Highway Foreman/Mechanic Staff;
- 1 Water and Sewer Technician;
- 3 Highway Staff;
- 1 Transfer Station Operator;
- 3 Water and Sewer Staff;
- 1 Stormwater Staff;
- 1.25 Administrative Staff and
- 1 Management Staff.

The Department also accomplished the following work in 2021:

- As part of the town's Annual Catch Basin Cleaning Program, (994) catch basins were cleaned, and 89 Cubic Yards of material were removed and put in the Town Owned Tree Nursery.
- Trimming and removal of (5) dead trees at the Prospect Hill Cemetery.
- In conjunction with the Millis Garden Club, the Town helped maintain the islands at the intersection of Village and Main streets, Norfolk Road Sewer Pump Station, Millis Public Library, Dover Road, Veterans Memorial Building, Old Town Hall and Prospect Hill Cemetery.
- The Department responded to 12 snow emergencies.

- Reconstructed or replacement of catch basins and manholes: (4) on Main Street, and several others throughout the town including: Farm Street, Main Street, Exchange Street, Ridge Street, and Spring Street as part of Chapter 90 paving projects.
- The following streets were paved with Chapter 90 Funds: Farm Street from Acorn Street to Cedar Street and from Alma Road to Brandywine Terrace, Exchange Street from Main Street to Curve Street, Main Street from Plain Street to Exchange Street, and Spring Street from Main Street to Plain Street. Four Speed Bumps were installed on Spring Street. A total of 10,020 feet of roadways were paved this year.
- As part of the MassDEP requirements for testing of PFAS, the Water Department continued testing all Millis wells in 2021.
- In November 2021, Town meeting approved \$5.6 million to construct a new PFAS treatment plant at the D'Angelis Water Treatment Plant (WTP), located at 7 Water Street.
- The Water Department made repairs to the following water breaks: Farm Street, Walnut Hill Road, Middlesex Street and Pleasant Street.
- Both the Farm Street and Walnut Street Water Tanks had major renovations during 2021: painting, safety hatches, and water circulating devices were installed.
- Replaced (2) hydrants throughout the Town.
- Enforced a mandatory outside water ban: odd/even by house number with no watering between 9:00 AM - 5:00 PM from May 01, 2021, to September 30, 2021.
- Culverts were inspected and maintained for beavers at the following locations: Farm Street, Richardson's Pond, Main Street, Larch Road, Pleasant Street and Causeway Street. A new culvert was installed on Village Street and Spencer Street by DPW Staff.
- Performed inspections and sampling of (98) "high priority" Stormwater Outfalls in the Charles River and Bogastow Brook watersheds and an additional (6) outfalls in "low priority" watersheds (e.g. Great Black Swamp).
- Street Sweeping was completed on 100% of town-owned streets, in compliance with the requirements of the Stormwater Management MS4 Permit.
- Submission of a Stormwater Management MS4 Annual Report to MassDEP and EPA in September 2021.
- Updates and enhancements to the Town's Stormwater Management Plan, IDDE Plan, GIS, and components of the Phosphorus Control Plan, as required by the Stormwater Management MS4 Permit.
- The construction of 2 new buildings at the DPW Facility, located at 7 Water Street, was completed in December of 2021. Building 1 will house the staff of the DPW and School Bus Drivers and Building 2 will house a mechanic's bay and wash bay for all Town vehicles.
- As part of the Regency at Glen Ellen subdivision, the Town took ownership of a new sewer station located on Middlesex Street and the installation of a sewer main on Orchard Street.
- As part of the departments sewer permit, an investigation of water into the sewer system, II (Inflow and Infiltration), was completed with funds allocated for FY22. The investigation resulted in a small amount of II that will need to be addressed in upcoming years.

Transfer Station:

The Transfer Station is open two full days per week. The facility is opened 3 additional hours on Wednesdays during summer months, June 1st through September 30th. The facility received (422) tons of municipal solid waste, (37) tons of scrap metal, (176) tons of commingled recyclables and paper, (5.04) tons of TV's and electronics for recycling, and (5) tons of carpet, mattresses and upholstered furniture. The Town collected for composting approximately (620) tons of organic materials. The town actively recycles and delivers the containers to various recycling plants. The Transfer Station has containers for bottles/cans for pickup by the Lions Club as well as a clothing receptacle for donations. There is also a mercury thermometer receptacle which is periodically picked up by a field chemist sent by Wheelabrator; this service is free to the Town.

Respectfully Submitted,
James F. McKay,
Director
Department of Public Works

Millis Economic Development Committee

The Economic Development Committee experienced some member turnover in 2021, losing members Mark Spangenberg, Beth Murphy, and Chair Jim Sabitus. The EDC would like to recognize their contributions to creating the Economic Development Committee and is grateful for their insight and leadership during the earliest days of the committee's formation. The EDC gained new members Christy Lagos and Lan Nguyen. Craig Schultze became the committee's Select Board liaison.

The year began with a review of Millis's Covid-19 policy, in particular the continuance of the outdoor dining permits for restaurants.

The EDC continued the process, begun in 2020, to seek funding for economic development initiatives for Millis's town Center. This work culminated with a report from the Urban Land Institute (ULI) entitled Millis Town Center Redevelopment. Mass Development assisted with in this process by sponsoring a panel of urban development specialists. Two dozen residents, property owners, and local stakeholders took part in informational sessions as part of this process.

The EDC began the process to adopt a Complete Streets Policy, with the assistance of the Town's environmental consultant, BETA Group. The Complete Streets is a state funded program which can provide the Town up to \$400,000 for projects which encourage and support the use of the Town's streets by pedestrians and bicyclists. The committee's goal is for the final Policy to be adopted by the Select Board in early 2022. Once the policy is accepted, BETA Group will assist the Town in developing 15-20 projects for submission to the Complete Streets program for financial assistance.

The EDC and the Town's Economic Development and Planning Director also worked extensively on Millis's application to the Massachusetts Community One-Stop for Growth program. This is the state's main economic development portal for municipalities to access to funding programs. The Town planned out its approach to the program over the summer and will apply for specific grants in the spring of 2022.

The Make Millis Beautiful Campaign, led by committee member Loring Barnes, worked with the Town's Department of Public Works to create signs to encourage trash and pet waste removal of the Town's fields, parks and natural areas. The 12" x 18" signs will be produced by the Town of Franklin's Highway Department at 50% of the normal cost. The Millis DPW's budget will allow for the purchase and installation of 20 signs. The committee's goal is for the signs to be installed in time for Millis Beautification Day in April, 2022

With the enactment of the Economic Development Bill in January 2021, Section 3A was added to M.G.L. c. 40A (the Zoning Act). Known as the MBTA Communities Multi-Family Housing Requirement, the bill requires that all MBTA community shall have at least one zoning district of reasonable size in which multi-family housing is permitted as of right. The EDC is following the process of the state's guidelines for compliance with the new statute and will make necessary recommendations to the Select Board once the guidelines are finalized.

Respectfully submitted:

Nicole Riley, Chair

Nate Maltinsky, Vice-Chair

Christy Lagos, Secretary

Craig Schultze, Select Board Liaison

Loring Barnes, member

Amanda Borgman, member

Lan Nguyen, member

Robert Weiss, Economic Development and Planning Director

Millis Energy Committee

The Millis Energy Committee's work oversees the implementation of campaigns and programs to reduce the Town's greenhouse gas emissions and energy costs.

Community Energy Aggregation: This program gives Millis's electric power consumers the leverage of buying their energy supply at lower rates because they buy it along with hundreds of thousands of electric consumers throughout our region of Massachusetts.

By the end of the year, 2,811 signed up for eMPower Millis, out of the Town's 3,243 eligible customers. The greatest number of eMPower Millis customers, 2,473, are going with the Millis Regular Rate of \$0.10634 per kilowatt hour. Not only is this rate significantly lower than the Eversource standard rate, but it also contains an extra 5% Massachusetts and New England renewable energy credits, making it that much greener than utility customers' supply. The basic Eversource residential electric rate at the drafting of this report is \$0.15764 per kilowatt hour.

Green Communities Competitive Grant: The committee oversaw the close-out of the Town's 2021 GCG grant. The grant consisted of 7 projects representing \$70,796 worth of work, funded by the Green Communities Division of the state's Dept. of Energy Resources and incentives from the Town's utilities. Members began working with staff and consultants to choose the projects for the Town's 5th competitive grant.

Net-Zero Energy: The committee members had more discussions regarding a Net-Zero policy for the Town. They look forward to working closely with the Metropolitan Area Planning Council (MAPC) to start developing the concept for a town policy to support the state's 2050 goal of zero-net energy.

The Committee oversaw a survey of Town residents regarding interest in public transportation. With over 300 responses, 79% of respondents said they want to see public transportation in Millis, and they would be willing to pay for it.

The Committee members were sorry to lose fellow member Chris Jackson during the year. Chris had been a fine contributor to MEC's activities. However, by the end of the year the Committee had interviewed a new volunteer and referred Cullen Ward's nomination for membership onto the Select Board at their first meeting in 2022. The committee looks forward to having Cullen's contributions in 2022.

Committee members, 2021:

- Craig Gibbons, Chair
- Chris Jackson (Resigned)
- Tom O'Connell
- Tim Farrar
- Kathleen Streck
- Jonathan Barry
- Pete Jurmain, ex officio

During calendar year 2021, the Millis Finance Committee (FINCOM) consisted of nine volunteers appointed by the Town Moderator. The FINCOM's duty is to "consider and investigate all articles" put forth by the Select Board via the Warrant. The FINCOM then advises voting residents at Town Meeting on the proposed budgets, plans and proposals to be voted on at any Spring, Fall or Special Town Meeting.

To prepare for the Annual Town Meeting (ATM), held on Saturday, 1 May 21 which includes the Fiscal Year 2022 (FY22) budget, the FINCOM held public meetings nearly every week since start of the calendar year. We received presentations from various municipal department heads as well as Millis Public School officials in order to review and consider requested funding levels. Likewise, we received presentations from various boards and committees regarding budgetary and non-budgetary articles (i.e., proposed zoning by-law changes). Finally, FINCOM members also served as members and/or liaisons to other committees such as the Capital Planning Committee, the Enterprise Fund Advisory Committee, the Community Preservation Committee, and the Charter Review Committee. A tremendous amount of time and effort was put forth to ensure the FINCOM recommendations were well informed, thoughtfully considered and deliberately voted.

FINCOM proceedings and meeting materials are public record. Meeting minutes can be accessed at: <https://www.millisma.gov/node/218/minutes/2021>

Meeting materials can be accessed at: <https://www.millisma.gov/meeting-materials/pages/fy21-meeting-materials>

Due to COVID-19, most meetings during 2021 were conducted on Zoom.

There were nearly thirty articles for the 2021 ATM vote. The following articles were noteworthy:

Article 3: FY22 Operating Budget: As with every Spring, the major budgetary article is the Town's operating budget for the new fiscal year, which began on 1 July 2021. The proposed FY22 budget reflects cost growth of approximately 4.6% over the FY21 Town Meeting approved budget. It should be noted that the FY21 budget was initially reduced at the time of approval to mitigate the economic effects of COVID-19. However, some funding was restored during FY21. Thus, variance calculations between FY21 and FY22 are skewed slightly higher. While much of the increases are due to inflationary and scheduled increases (i.e., longevity pay raises or negotiated contract increases), there were some proposed "above service level" increases. The above service level increases included funding for an IT professional (to be cost shared with the Town of Norfolk), additional funding of the Veterans Service Officer, additional funding for the Executive Office Department Assistant, additional funding for increased operating hours and programming at the Council on Aging, additional funding for a DPW Heavy Equipment Operator, and additional funding for a Recreation Department assistant.

Article 5, 6 & 7: Sewer, Water and Stormwater Enterprise Funds: The Enterprise Funds exist for the operation, maintenance, repair and construction of the respective municipal utility systems. Revenue for the Funds is generated via user fees and is calculated from meter data or is estimated. While there were no major changes to the Enterprise Fund (EF) operating budgets, there were two important items that residents, voters and users were made aware of. The first is presence of per- and polyfluoroalkyl substances (PFAS) in Town water supplies. In short, PFAS are manmade chemicals that federal and state agencies have mandated be removed from municipal water systems once they are detected above a specified threshold. Of Millis' five municipal wells, two are shut-down due to higher than allowable levels of PFAS. The remaining wells are being actively monitored and could be at risk as well. The most likely means to effectively remove PFAS from the water supplies is

to construct advanced filtration systems at an estimated cost of \$3.5 million each. These costs would be borne by the Water EF.

There were many more important issues decided at ATM. Article 15 addressed several capital expenditures. Article 16 & 17 concerned tree and road maintenance expenditures. Article 20 pertained to Town purchase of 23 acres of land at 377 Village Street and Articles 21-24 addressed Zoning By-Law Amendments affecting solar projects, commercial parking lots, and cannabis delivery businesses.

FINCOM members during ATM were:

Pete Berube, Chairperson Craig Schultze, Vice Chairperson Doug Riley, Clerk
Joyce Boiardi Jim Borgman Jodie Garzon Cathy MacInnes Katie Tieu

The FINCOM also held a Fall Town Meeting on 8 Nov 21. Meeting materials can be accessed at <https://www.millisma.gov/meeting-materials/pages/fy22-meeting-materials>

There were 15 articles for Fall Town Meeting (FTM) vote. The FTM contained mainly budget adjustments, discretionary spending from available funds or borrowing, and administrative and organizational changes. The following articles were noteworthy.

Article 3: Capital Items. This article contained 14 projects submit by various town departments. Each project was evaluated for criticality by the Capital Planning Committee. The FINCOM voted unanimously in favor of Article 3.

Article 4: Water Treatment Plant – PFAS. Millis' water supplies contain per- and polyfluoroalkyl substances (PFAS). PFAS are manmade chemicals that federal and state agencies mandated be removed once they are detected above a specified threshold. Of Millis' five municipal wells, two are shut-down due to higher than allowable levels of PFAS. This article authorized appropriation of up to \$5.6 million for construction of an advanced water treatment plant at wells 1&2. It should be noted that the town anticipates receipt of at least \$2.4 million in federal funding to off-set this cost. The FINCOM voted unanimously in favor of Article 4.

Articles 5 & 6: New Fire Engine. These articles authorized purchase of ambulance and fire truck replacements respectively, likely via borrowing. Each vehicle is beyond its programmed lifespan. It is important to authorize purchase of these replacements now because the lead time to receive each vehicle is over one year. The FINCOM voted unanimously in favor of Articles 5 & 6.

Article 9: Request Special Act – Town Charter Changes. This article proposes changes to the Town Charter. The town charter is intended to be long-lasting, more so than by-laws. The town formed the Charter Review Committee to review and propose changes which were then considered by the Select Board and FINCOM for vote by Town Meeting. Noteworthy changes proposed are; modifying the Town Clerk position from elected to appointed, modifying the composition of the Select Board from 3 to 5 members, modifying the duties and powers of the Town Administrator. The process to change the town charter consists of 3 steps; 1) vote at town meeting (Article 9), 2) vote by the State Legislature and then 3) vote by town ballot. The FINCOM voted 8 to 1 in favor of Article 9.

FINCOM members during FTM were:

Peter Berube, Chairperson Jodie Garzon, Vice Chairperson Doug Riley, Clerk
Joyce Boiardi Jim Borgman Cathy MacInnes Sara Reyes John Steadman
Peter Underhill

REPORT OF THE FINANCE DIRECTOR

It is with pleasure that I submit the annual town report for Fiscal Year ending June 30, 2021.

I would like to thank the Town Administrator, Select Board, Departments, Boards and Commissions for their continued cooperation and support.

During Fiscal Year 2021, the Accounting team was able to work with the School to successfully transition the school into the MUNIS Financial Software. Now the Town and School are on one comprehensive financial system.

I would like to thank Lisa Morin, Town Accountant for leading the MUNIS project and Debra Broe, Payroll Manager for her efforts in rolling out the MUNIS Employee Self Service module for the Town and School during FY2021. Their continued hard work and dedication working with other departments and employees to implement these enhancements is to be commended.

I would like to especially thank Jennifer Scannell, Treasurer/Collector and Teresa Gonsalves, Assistant Assessor for their contributions in making the day to day operations of the Finance Team run smoothly.

Respectfully submitted,

Carol E. Johnston
Finance Director

**TOWN OF MILLIS
COMBINING BALANCE SHEET
ALL TRUST AND AGENCY FUNDS
JUNE 30, 2021**

	<u>TRUST FUND</u>	<u>AGENCY FUND</u>	<u>TOTALS</u>
ASSETS			
INVESTED CASH	\$ 2,413,082.71	\$ 170,010.69	\$ 2,583,093.40
TOTAL ASSETS	<u><u>\$ 2,413,082.71</u></u>	<u><u>\$ 170,010.69</u></u>	<u><u>\$ 2,583,093.40</u></u>
LIABILITIES			
WARRANTS PAYABLE	\$ -	\$ -	\$ -
MISCELLANEOUS LIABILITIES	\$ -	\$ 878.00	\$ 878.00
PERFORMANCE BONDS	\$ -	\$ -	\$ -
FISH & GAME	\$ -	\$ -	\$ -
TOTAL LIABILITIES	<u><u>\$ -</u></u>	<u><u>\$ 878.00</u></u>	<u><u>\$ 878.00</u></u>
FUND EQUITY			
RESERVED			
EXPENDITURES	\$ 332.00	\$ -	\$ 332.00
UNRESERVED			
DESIGNATED			
OTHER PURPOSES	\$ 2,412,750.71	\$ 169,132.69	\$ 2,581,883.40
TOTAL FUND EQUITY	<u><u>\$ 2,413,082.71</u></u>	<u><u>\$ 169,132.69</u></u>	<u><u>\$ 2,582,215.40</u></u>
TOTAL LIABILITIES AND FUND EQUITY	<u><u>\$ 2,413,082.71</u></u>	<u><u>\$ 170,010.69</u></u>	<u><u>\$ 2,583,093.40</u></u>
PROOF	\$ -	\$ -	\$ -

TOWN OF MILLIS
 COMBINING BALANCE SHEET
 ALL SPECIAL REVENUE FUNDS
 JUNE 30, 2021

	OTHER SPECIAL REVENUE	
ASSETS		
INVESTED CASH	\$	3,676,836.31
RECEIVABLES		
DEPARTMENTAL	\$	296,035.75
DUE FROM OTHER GOVERNMENTS		
STATE/FEDERAL	\$	-
SPECIAL ASSESSMENTS		
TOTAL ASSETS	\$	<u><u>3,972,872.06</u></u>
LIABILITIES		
WARRANTS PAYABLE	\$	54,742.76
DUE TO OTHER GOVERNMENTS		
OTHER LIABILITIES		
DEFERRED REVENUE	\$	296,035.75
TOTAL LIABILITIES	\$	<u><u>350,778.51</u></u>
FUND EQUITY		
RESERVED		
ENCUMBRANCE	\$	-
EXPENDITURES	\$	714,812.93
DESIGNATED	\$	-
UNDESIGNATED	\$	2,907,280.62
TOTAL FUND EQUITY	\$	<u><u>3,622,093.55</u></u>
TOTAL LIABILITIES & FUND EQUITY	\$	<u><u>3,972,872.06</u></u>

PROOF \$ -

**TOWN OF MILLIS
COMBINING BALANCE SHEET
CAPITAL PROJECTS FUND
JUNE 30, 2021**

ASSETS	
INVESTED CASH	\$ 4,307,803.41
DUE FROM OTHER GOVERNMENTS STATE/FEDERAL	
TOTAL ASSETS	<u>\$ 4,307,803.41</u>
LIABILITIES	
WARRANTS PAYABLE	\$ -
BANS PAYABLE	\$ 826,806.00
DEFERRED REVENUE	
TOTAL LIABILITIES	<u>\$ 826,806.00</u>
FUND EQUITY	
RESERVED	
EXPENDITURES UNRESERVED	
DESIGNATED	\$ 3,480,997.41
OTHER PURPOSES	
TOTAL FUND EQUITY	<u>\$ 3,480,997.41</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 4,307,803.41</u>
PROOF	\$ -

**TOWN OF MILLIS
COMBINING BALANCE SHEET
ENTERPRISE FUNDS
JUNE 30, 2021**

	<u>SEWER ENTERPRISE</u>	<u>WATER ENTERPRISE</u>	<u>STORMWATER ENTERPRISE</u>	<u>TOTALS</u>
ASSETS				
INVESTED CASH	\$ 428,435.39	\$ 1,153,177.26	\$ 595,372.84	\$ 2,176,985.49
RECEIVABLES	\$ 197,555.94	\$ 218,902.34	\$ 68,139.78	\$ 484,598.06
TOTAL ASSETS	<u>\$ 625,991.33</u>	<u>\$ 1,372,079.60</u>	<u>\$ 663,512.62</u>	<u>\$ 2,661,583.55</u>
LIABILITIES				
WARRANTS PAYABLE	\$ 3,156.17	\$ 20,727.81	\$ 83.69	\$ 23,967.67
DEFERRED REVENUE	\$ 197,555.94	\$ 218,902.34	\$ 68,139.78	\$ 484,598.06
TOTAL LIABILITIES	<u>\$ 200,712.11</u>	<u>\$ 239,630.15</u>	<u>\$ 68,223.47</u>	<u>\$ 508,565.73</u>
FUND EQUITY				
RESERVED FOR:				
ENCUMBRANCE	\$ 14,513.08	\$ 136,186.95	\$ 17,393.45	\$ 168,093.48
EXPENDITURES	\$ -	\$ 485,600.00	\$ -	\$ 485,600.00
APPROPRIATION				
UNRESERVED	\$ 410,766.14	\$ 510,662.50	\$ 577,895.70	\$ 1,499,324.34
TOTAL FUND EQUITY	<u>\$ 425,279.22</u>	<u>\$ 1,132,449.45</u>	<u>\$ 595,289.15</u>	<u>\$ 2,153,017.82</u>
TOTAL LIABILITIES AND FUND EQUITY	<u>\$ 625,991.33</u>	<u>\$ 1,372,079.60</u>	<u>\$ 663,512.62</u>	<u>\$ 2,661,583.55</u>
PROOF	\$ -	\$ -	\$ -	\$ -



MILLIS FIRE RESCUE DEPARTMENT 2021 ANNUAL REPORT

On behalf of the Fire Rescue Department, I am proud to present the 2021 Annual Report. I would like to thank the men and women of the Fire Rescue department for their dedication to serving Millis, and most importantly to the community for your continued support as we build our department to better serve and protect you.

Mission Statement: The mission of the Millis Fire Rescue department is to minimize the loss of life and property resulting from fire, medical emergencies and other disasters through prevention, preparedness and response. The Fire Rescue department will strive for excellence in the performance of duty and service to the community and the customers it serves. The department is committed to find better ways to protect the lives and property of its citizens from fire and other disasters and is dedicated to work together for the betterment of our community.

In 2021 we lost several retired members of the Millis Fire Department.



Retired Deputy Chief Robert Healy
35 Years of Service



Retired Deputy Chief Manning Doliner
35 Years of Service



Chief Champagne served the Town of Millis for 37 years and 17 as Fulltime Fire Chief. Chief Champagne took over the EMS service and hired the first fulltime firefighters in town. His work is the foundation that we have built our current fire department on. He dedicated his career to protecting his firefighters, mentoring his officers and being a friend to all.

These Men dedicated their lives to helping others, building a fire department that is second to none and keeping the residents of Millis safe for decades. The members of the Millis Fire Rescue Department are grateful for their dedication and hope to continue the level of service they all worked so hard to provide.

Department Call Volume:

In 2021 we saw a large increase in our call volume, this was a direct reflection to the town's growth, our ability to staff a Second Ambulance as well as request for mutual aid. In 2021 we had 900 Fire Department responses as well as 856 Medical Responses for a total call volume of 1,756 calls for service.

Below is a breakdown of some of the department responses:

Fire Responses:

Fire other:	30
Brush Fire:	9
Vehicle Fire:	7
Structure Fire:	4
Carbon Monoxide:	42
Hazardous:	5
Gas Leak:	14
Electrical Fire:	17
Fuel Spill:	5
Power line down:	21
Lockouts:	11
Service Calls:	100
Smoke/Building:	11
Mutual Aid:	19
Water Problem:	14
Illegal Burning:	13
False Alarms:	89
Weather Emergency:	22
Special Incident:	17
Medical Helicopter:	13

EMS Responses:

Injury other:	66
Abdominal Pain:	46
Respiratory Distress:	13
Alcohol Related:	19
Allergic Reactions:	18
Altered Mental:	23
Amputation:	3
Psychological:	49
Burns:	3
Cardiac Arrest:	9
Cardiac Related:	33
Diabetic:	23
General Weakness:	72
Mutual Aid:	72
Overdoses:	17
Sudden Deaths:	7
Shortness/breath:	27
Stroke:	26
Syncope:	27
Trauma's:	93

These calls for service were handled by our 16 Fulltime Firefighter/EMT's and 14 On Call Firefighter/EMT's. Our 4 on duty personnel handle the first emergency and then recall and off duty members are called in to staff additional apparatus/ambulance as needed. Their dedication allows the department to handle all emergencies without relying heavily on our mutual aid partners.

Community outreach

The Fire Rescue Department continues to work with the community in many areas. In 2021 there were a couple of programs that we focused on. With funds received from a grant for our SAFE & Senior fire safety programs, members of the department were able to educate our students in town from grades Pre-K to 5th grade on fire safety. Additionally, a program was started with our Council on aging to educate our Senior population on fire safety in their homes. Both programs were received with a great response and involvement from the community.

With newer instructors the department was able to offer several CPR classes and programs to the community. We worked closely with our residents at The Glen and were able to educate and train many of their residents.

Moving forward in 2022 we will continue to offer these programs and grow them. Education is so important, and we can reduce deaths and injuries from fire as well as the importance of bystander CPR. I am grateful to our members who dedicate countless hours to educate our community.



Department Growth

The Fire Rescue Department continues to grow as does our community and we will continue to ensure that we have the adequate staff to handle any emergencies that we may encounter. We have seen our department transition from an all On Call fire department to a Full-time department with adequate staffing. We still hire, promote and educate our On Call firefighters and have the unique ability to hire our on-call members to our fulltime staff. We have moved from a Basic Life Support EMS service to an Advanced Life Support Service and provide the highest of care to our residents. The department was a single ambulance department and now operates 2 ALS ambulances. All this growth has been necessary, and its importance has been shown multiple times since these changes were made. We could not have done this without the support of our boards, committees, and residents.

In closing I would just like to say how proud I am to work in such a great community with great departments, employees, and dedicated personnel. I look forward to our town's future as well as our departments.

Respectfully Submitted,

Richard Barrett

Fire Chief

The Millis Historical Commission

2021 Annual Report

The Millis Historical Commission is a municipal agency of town government. The six members of the Millis Historical Commission, and additional associate members are volunteers that are appointed by the Selectboard. Members serve as local preservation advocates and as an important resource for the and planning of the town's historic assets. They also work closely with the Massachusetts Historical Commission. Members include:

Commission Members:

Nathan Maltinsky – Chairman

Mitch Bobinski

Joanne Gannon

Jacqueline Graci

Marc Prufer

Mark Slayton

Associate Members:

Charlie Vecchi

Carolyn McNiff

Scott Fuzy

Dennis Anderson

Larry Giargiari

Robert Ruggeri

Rusty Cushman

Open House:

The commission held an open house at Niagara on October 3rd, in conjunction with the Millis Fire Department. Both open houses were well attended by Millis residents young and old. There were games and demonstrations, activities and food for everyone to enjoy. Due to Covid restrictions, the Commission could not hold many events in 2021. We are looking forward to hosting historical events in 2022.

2021 Member Passing:



2021 marked the passing of Commission member, Mark Slayton. Mark was an integral part of the Millis Historical Commission for over 25 years. Mark was solely responsible for the Commission's website creation and information. His knowledge of the history of Millis and surrounding towns was immeasurable. Mark's dedication to the Commission was evident with his hours of volunteer time given for various events sponsored over the years. Mark was the founder of the Civil War and Revolutionary War reenactments which were held at Oak Grove Farm. And Mark liked nothing better than supporting the Commission's endeavor with the Niagara and Peacock fire engines at the Touch A Truck events. One of his proudest moments was the dedication of Niagara Hall in 2019. We thank Mark for his service. Mark will be truly missed by the Commission and many of the townspeople of Millis.

MILLIS HOUSING AUTHORITY

310 EXCHANGE STREET

MILLIS, MA 02054

308-376-8181

Contact: Candace Avery, Executive Director, PHM, MPHA, MCPPO

Address: 310 Exchange Street

Phone: 508-376-8181

Fax: 508-376-6040

Hours: Monday-Thursday 8:30am until 4:30pm. Hours may vary for meeting commitments

Board Members:

Name

Carol Baker – Chairwoman

Carol Mushnick –Treasurer

Mary-Ellen D'Espinosa

Term Expires

Exp. 2022

Exp. 2024

Exp. 2025

Administrative Assistant: Shirley Bliss

Maintenance Supervisor: John Milani

Maintenance Assistant: Damien Labrador

MHA Property: SMOKE FREE

The Millis Housing Authority is State owned Public Housing that provides affordable units to the Elderly/Disabled, and Low Income Family population, with a preference for all Millis Residents and Veterans. The MHA manages 73 units of State Aided Elderly/Disabled housing located at 310 Exchange Street and 411 Union Street. We also manage 10 State Aided family units located on Daniels Street. The Housing Authority manages 9 MRVP vouchers, and has 21 Section 8 vouchers that are currently administered by the Dedham Housing Authority.

Capital Improvements:

The Millis Housing Authority has completed major projects year to ensure the safety and the integrity of the property.

Through the support of the Millis Preservation Committee we were able to preserve the exterior of the buildings of our family dwelling units. The CPC funding allowed us to install all new exterior siding and windows, as well as preserve the main structure of the building. The result of this project is beautiful and has assisted in weatherizing the

building, which in turn is helping to decrease the cost of the heating bills for the families residing there.

Through Capital Funding from the State the retaining wall was replaced, the front exterior stairwells rebuilt, and the parking lot repaved at the family units located on Daniels Street. The Millis Housing Authority has completed an energy audit of our entire portfolio, during which all new energy efficient light bulbs, fixtures, and thermostats were installed in the units and common areas. Advantage Weatherization tested for drafts and weatherized any compromised areas, and with the assistance of ABCD replaced windows that had reached their life-end at our Elderly/Disabled properties located on Kennedy and King Terrace.

The Millis Housing Authority replaced the roofs of buildings 2,3,4,and 5 on King Terrace through Capital Plan Funding. All roofs for Kennedy Terrace will be replaced this year as well. We have also installed all new bathroom vanities and worked with Verizon to bring in new fiber optic lines. This spring we will be repaving all parking lots and walkways for the King/Kennedy property through our Capital Plan Funding.

The Millis Housing Authority partnered again with ABCD to install all new insulation in all of the buildings within our portfolio and also install all new energy efficient heat/A/C Mini Split units to each resident apartment. Through our Capital Project Program we finished the roof replacement of the Kennedy Terrace roofs, repaved the parking lot located at 310 Exchange Street, Installed all new energy efficient water heaters, and upgraded to a new fire alarm system.

During the challenging times of Covid we have disinfected our properties on a daily basis for resident safety, and we contracted with a private company to deep clean all common areas and the Community Room. The Staff of the MHA has implemented virtual programs to socialize and interact with residents to help prevent feelings of isolation. We also worked with the Millis Fire Department and Board of Health to obtain and administer COVID vaccinations to all property residents. The MHA was able to donate un-used vaccine doses to those in need within town.

We continually strive to preserve our units in order to provide safe, healthy, and affordable living for our residents.

Special Events and People Noted with Sincere Appreciation:

- To the Millis Community Preservation Committee for working hand in-hand with the Millis Housing Authority by awarding us with the funding that has allowed us to preserve the Family units and continue to provide safe, health, affordable housing for the town of Millis.
- The Millis Fire Department and EMT's, for helping our residents in time of need-especially throughout this COVID period. A special thank you for going above and beyond by setting up vaccine clinics on the property and administering vaccine doses to all in need. Also, a special thanks for taking the time to do presentations on safety for the residents of our community.

- The Millis Police Department for continuous concern, attention and response to the needs of the Authority and its residents. Also for your dedication to providing events for our elderly/non-elderly disabled residents.
- The Council on Aging, SHINE program, VNA, Hessco, Tri-Valley, the Food Pantry, the Millis Discretionary Fund, and the Board of Health for assisting residents.
- The Santa Foundation, run by Sullivan Associates, who generously donate and provide our families with gifts for their children during the holidays.
- Roche Bros. for all of the donations that they continue to contribute towards the success of events that are held by the Millis Housing Authority for its residents.
- To Volunteers who donated their time towards helping beautify our property and participated in doing things to let our residents know they are thought of during this difficult time, and the COA for the food delivery and efforts during Covid to help residents from feeling isolated.
- To Sheriff Bellotti's office and the Triad program for providing presentations for our resident for their safety during emergency situations.
- To the local cable station for filming our events and highlighting the importance of housing within our community.

With the support of the Millis Community and our Commissioners, the Millis Housing Authority continues to be a safe, affordable, wonderful place for our residents to live. With resident and community support to keep Public Housing local, we will continue to be here for the residents when they need our assistance.

Annual Report Calendar Year 2021
Millis Public Library

In 2021, the Millis Public Library continued to provide an array of services to the community, despite the ongoing challenges related to the COVID-19 pandemic. Although many area libraries were faced with having to reduce hours due to staffing shortages and other pandemic-related issues, the Millis Public Library was able to maintain regular hours of operation and even secured funding to expand hours. This led to the Library being open Saturdays during July and August of 2021.

In early 2021, due to the designation of Mills as “high-risk” for COVID transmission, the Library began operating on an appointment-only basis for in-person services and all programs were held virtually. By June of 2021, the Library was able to resume walk-in access to the Library building and offer in-person, outdoor programming. Following this move, in July the Library reopened meeting and study spaces for the public and resumed indoor programming in September. We saw just over 24,200 total visits in 2021 and 80% of these took place during the second half of the year.

Despite changes to in-person services, Library staff continued to provide virtual and contactless services, including virtual reference services, technology help, and readers’ advisory (via phone, email, and video chat), virtual programs for adults, and curbside pickup of Library materials. This allowed increased access to Library services to those who were unable to visit the Library in-person due to health concerns, illness, or quarantine requirements.

We saw a sharp increase in checkouts of physical materials, compared with last year, although we have yet to see a return to pre-pandemic checkout levels (for physical materials). This is partly due to the fact that the Library was open for curbside only during January 2021, and appointment only through early June. Circulation increased significantly once unrestricted browsing started again. (36,136 in first half of 2021, 58,985 in second half) There were 95,121 total checkouts (of books, DVDs, books on CD, music CDs, magazines, tools & technology, and other unusual items). This is a 54% increase from 2020 (61,815) and 17% less than 2019, our last “normal” year (114,979).

Downloadable materials (including Ebooks, Audiobooks, Magazines, Video) have been a growing collection over the past several years and we continue to see increased demand for these formats. Many patrons appreciate the ability to browse and search these collections 24/7 and download something instantly. Especially during the last year, online collections have been vital for maintaining access to Library collections. There were 16,825 digital checkouts (includes checkouts in Hoopla and Overdrive/Libby) in 2021, a 7% increase from 2020 (15,676) and a 45% increase from 2019 (11,641). Use of other Millis eLibrary resources (including Freegal, Mango Languages, Consumer Reports, and LinkedIn Learning) also continued to be high with 16,223 uses. This was exactly the same as 2020 and a 42% increase from 2019 (11,398).

The Library hosted a wide array of programs this year in different formats, including in-person, virtual, hybrid, and kit-based. This included the annual “Millis Reads” program, which highlighted the title *The Little Book of Hygge* by Meik Wiking. The initiative resulted in a number of successful and engaging programs, including DIY home and beauty projects, family game nights, a community knitting project, and book discussion groups. Other highlights included early literacy storytimes, STEAM programs, and toddler dance classes for young children; a Battle of the Books, arts and crafts programs such as Make-it Mondays and Painting Miniatures, and Girls Who Code Club for older kids and teens; and author events, technology tutorials, and multiple book clubs for adults. The Library held 324 programs (in-person and virtual) held in 2021, with 4,405 total attendees.

To support the increase in remote work/schooling and virtual meetings and events, the Library added a couple of new technologies this year. One of these was “Kandao” video conferencing technology, which has been used both by the Library and other groups for hybrid events. The Library also added five hotspots to the circulating collection, with support from the Massachusetts Board of Library Commissioners (MBLC) is using federal American Rescue Plan Act (ARPA) funds through the Institute of Museum and Library Services (IMLS).

Another highlight from this past year included a “Welcome Back”/fine forgiveness initiative in June to reengage Library patrons who may have stopped using the Library due to overdue fines and/or concerns about returning late materials. We saw a 26% increase of active patrons between June and December (patrons that have used their library card either in person or online in the last year).

This year, we welcomed three new On-Call Library Assistants, Fatima Neville, Ashley Messier, and Nina Aguiar Shempliner and said goodbye to several other On-Call Library Assistants, Rachel Matthews, Nicole Granstaff, Amie Grosshans, and Aliyah Harris, who all moved on to other opportunities. Thank you to the Library staff mentioned above as well as to Rebecca Appelbaum, Kim Borst, Donna Brooks, Mary Carney-Philips, Esther Davis, Karen Mortimer, and Rachel Silverman. Library Staff have had to navigate many changes and challenges this year and did so gracefully, keeping the goal of excellent service to the community at the center of their many efforts.

I would also like to thank the many volunteers that are involved with the Library in different roles. This includes the Friends of the Millis Public Library, whose fundraising efforts make it possible for us to provide a wide variety of free and engaging programs to the public. This year, as they were unable to hold their traditional book sales, the Friends found creative ways to fund-raise, including “pop up” mini book sales and planning a virtual, live author event, “A Novel Occasion.” The Friends are always looking for new members who want to take an active role, whether that is attending monthly meetings to share ideas, volunteering at an event, or joining a committee to plan fundraising initiatives. Email friendsofmillispublishing@gmail.com or visit www.millislibrary.org/friends to learn more!

The Board of Library Trustees also play a key role in the continued positive development of Library services. They volunteer their time to ensure the Library is fulfilling its mission, moving towards meeting strategic goals, and using its resources in the most effective ways possible. Thank you to Jennifer Farrar, Laura Satta, and Wendy Barry! Your support, wisdom, and guidance have been invaluable, especially during an unusual and challenging year.

Lastly, but no less importantly, thank you to all our Library patrons and community supporters. You make all the work we do worthwhile and, on behalf of all the Library staff, we are so happy to be able to have you back in the Library!

Respectfully submitted.

Kim Tolson, Library Director

Annual Report 2021
Millis Public Library Board of Trustees

2021, the year the Millis Public Library (the Library) returned to “normal”? No, more like the year the Library moved forward with resourcefulness, creativity and flexibility as it served the Millis community through the evolving COVID19 pandemic landscape.

This year saw a major shift in the status of the COVID19 pandemic. With greater understanding of the science behind this illness and the knowledge that COVID will be an ongoing health concern, citizens, government, businesses and other service providers (such as the Library) have modified their ideas around returning to pre-pandemic “normal” and instead seek to craft a way forward. The Library built upon the strong virtual community foundation forged in 2020 and used it to inform and enhance our patrons’ in-person and remote library experience and offerings.

As always, the Library is guided by its clearly defined mission to inspire lifelong learning and build community by providing a safe, welcoming space where community members of all ages can freely access materials, technology, information services and programs that engage the imagination, foster literacy, inspire intellectual curiosity and broaden cultural perspectives.

Physical access to the library building, materials, resources and services slowly broadened (in accordance with the latest safety guidance and mandates) over the course of 2021. In the spring there was appointment access, summer saw walk-in access and fall had a return to in-person programming. Throughout this expansion of in-person service, based on health guidelines, masks were required in the library building at all times, safety barriers for the staff remained in place at the check-out points and patron/staff spacing was encouraged by furniture and technology placement. Further access was ensured by the expansion of Library business hours to include summer Saturdays.

Mobile access to the Library’s materials, staff and other resources continued to expand in depth and breadth over the year. This year, more library materials were browsed, requested and used through technology than ever before. Also, even though in-person programming was reinstated mid-way through the year, advances in the Library’s technical and staff capabilities allowed the Library to accommodate remote access to many of these programs. Remote streaming capabilities at the Library are also available to and used by the public. To accelerate and accommodate this shift in demand by the community, the Library has focused more time, effort and funding on e-resources, electronic access and the supporting technology for both patrons and staff. This includes providing training to patrons who desire to take advantage of this expansion of the “typical” library services, but do not have the know-how.

The Board of Trustees is grateful for the ongoing support of elected and appointed officials, the Friends of the Millis Public Library, Library staff, volunteers, donors, and patrons.

It has been extremely gratifying for the staff, the Director and the Trustees to hear from so many in our community that they felt compassion, support and companionship throughout the last two difficult years through their interaction with the Library staff and services. The Library truly exists to serve our community and its amazing personnel rose to the occasion over and over again. Just as the patrons are so gracious to express their happiness to be back "in" the Library, know that we at the Library are all so very pleased to see and serve you both in-person and remotely. May our gratitude at being in community with each other continue long beyond this pandemic.

Respectfully Submitted,

The Millis Library Board of Trustees

Wendy Barry, Chairperson

Jennifer Farrar, Secretary

Laura Satta



Millis Local Emergency Planning Committee

On behalf of all the members of the Local Emergency Planning Committee I submit the Annual report for 2021. The Local Emergency Planning Committee is an agency at the local, tribal, state, national or international level that holds responsibility of comprehensively planning for and responding to and recovering from all manner of disasters, whether man-made or natural. The LEPC is comprised of members of the Fire Department, Police Department, Department of Public Works, School Department, Transportation and Board of Health.

In 2021 the LEPC worked closely with our regional emergency planning committee to prepare, assist and educate members on the needs of our residents. Our committee will continue to grow, educate and prepare for all future emergencies.

Moving forward in 2022 the LEPC will continue to assist all Town Departments in any needs they may have during this time.

In closing I would like to thank the members of the committee for always being supportive and striving to ensure Millis is safe. I look forward to serving as your Local Emergency Planning Director.

Respectfully,

Richard Barrett, Director

Members:

Chief Chris Soffayer-Police

James McKay- DPW Director

John McVeigh- Board of Health

Kathleen Lannon- Board of Health

John Engler- School Department

Sandra Labarge- Transportation Director

Mike Guzinski- Town Administrator

Millis Memorial Day 2021

Millis Memorial Day Committee members for 2021;

Police Chief Chris Soffayer, Fire Chief Rick Barrett, Robert Yeager, Mark Slayton, Buddy Shropshire Larry McCarter, Tom Howie, Peter Jurmain, Jeffrey Mushnick, Robert Bryant, John Moore, Mike Delaporta.

The Memorial Day Committee meeting was held at the Town Hall February, 9 2021.

The meeting was called to order at 10am in the town hall by Committee Chairman Chief Soffayer.

In Attendance: Robert Bryant, Police Chief Chris Soffayer, Fire Chief Rick Barrett, Mark Slayton, Robert Yeager, Buddy Shropshire, Larry McCarter, Tom Howie, Select Board Member Peter Jurmain, Jeffrey Mushnick.

Suggestions for the Memorial Day ceremony was of the following: The American Legion 208 orchestrates a small ceremony with Color Guard at Prospect Hill Cemetery followed by a commemorative Town Hall ceremony with the Millis Veterans Services Officer in order to pay tribute to all those who paid the ultimate sacrifice for their country.

The Memorial Day budget covered American flags placed around town replaced every flag of over 450 Millis veterans graves at the Prospect Hill Cemetery led by Legionnaire Robert Bryant and volunteers.

Respectfully submitted,
John Moore
Mark Slayton
Police Chief Chris Soffayer
Fire Chief Rick Barrett
Robert Yeager
Buddy Shropshire
Larry McCarter
Tom Howie,
Peter Jurmain
Jeffrey Mushnick
Robert Bryant
Mike Delaporta
Mike Guzinski



PROCLAMATION

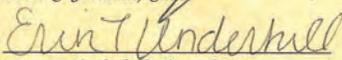
Whereas, Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Over two dozen cities and towns claim to be the birthplace of Memorial Day. While Waterloo N.Y. was officially declared the birthplace of Memorial Day by President Lyndon Johnson in May 1966, it's difficult to prove conclusively the origins of the day.

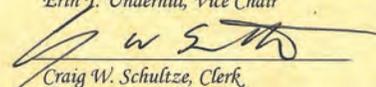
Whereas, regardless of the exact date or location of its origins, one thing is clear – Memorial Day was borne out of the Civil War and a desire to honor our dead. It was officially proclaimed on 5 May 1868 by General John Logan, national commander of the Grand Army of the Republic, in his General Order No. 11. "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land," he proclaimed. The date of Decoration Day, as he called it, was chosen because it wasn't the anniversary of any particular battle.

Now, Therefore, Be It Resolved that the Millis Select Board do hereby proclaim Monday, the 31st day of May 2021 as Memorial Day in the Town of Millis, and urge all citizens of this community to join us in support of Memorial Day.

Respectfully,


Peter C. Jurmain, Chair


Erin J. Underhill, Vice Chair


Craig W. Schultze, Clerk



Report of the Town Moderator

It is a privilege to take part in the Town Meeting process twice a year where all registered Millis voters are invited to gather to express their views, consider and vote on the business of the town including the town budget, zoning issues and matters included on the warrant. These Annual Town Meetings are held in the Spring and Fall. I commend those citizens who have chosen to participate in this process over the past year.

Town meetings in 2021 continued to present challenges as the COVID-19 pandemic persisted. We met in the Millis Middle/High School parking lot in May of 2021 and were back in the Millis/Middle School auditorium in November of 2021 with social distancing and masks.

May 2021 Town Meeting was well attended, and we took care of the business presented in a timely manner. Notable actions taken were the purchase of the 23.1-acre parcel on Village Street for use by the town and zoning bylaw changes related to solar panels.

November 2021 Town meeting brought charter changes to floor for discussion and lively debate ensued with the outcome being a decision not to go ahead with the changes as presented. In addition, the town funded capital items including a police cruiser and voted to use the Marijuana Impact Funds to fund a variety of initiatives in town from the Board of Health, the Public School, the Public Library, Recreation Department and Police.

Special thanks to the Finance Committee for its diligent work in informing and guiding us through the issues presented on the warrants. Thanks also to the Select Board, Board of Health, Planning Board and School Committee and all elected and appointed officials of the Town for their help with the Town Meeting Process.

Thank you to the voters of Millis for electing me as your Town Moderator. I am honored to serve the town.

Respectfully yours,
Donna Cabibbo Town Moderator_
dcabibbo@millisma.gov

MILLIS

2021 REPORT OF THE NORFOLK COUNTY MOSQUITO CONTROL DISTRICT

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town:	4 samples submitted, with 0 isolations in 2021
Requests for service:	339

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	0 culverts
Drainage ditches checked/hand cleaned	0 feet
Intensive hand clean/brushing*	0 feet
Mechanical water management	0 feet
Tires collected	0

* *Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprits locations.

Spring aerial larvicide applications (April)	0 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	14.6 acres
Abandoned/unopened pool or other manmade structures treated	0 briquets

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra low volume (ULV) applications from trucks	5,978 acres
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Respectfully submitted,

David A. Lawson, Director

Norfolk County Registry of Deeds
2021 Annual Report to the Town of Millis
William P. O'Donnell, Register
649 High Street, Dedham, MA 02026

The COVID-19 pandemic continued to impact all of us in 2021. While many sectors of our economy were still negatively affected by the pandemic, the Norfolk County real estate economy in 2021 remained not only viable but was one of the strongest in a decade.

I am pleased to report the Norfolk County Registry of Deeds continued to remain open and operational for the recording of land documents every work day throughout this continuing pandemic. The Registry of Deeds building opened to the general public on June 7. Registry personnel are again processing in-person recordings while vigilantly maintaining Covid related protocols. The use of electronic recording for our institutional users such as banks, law firms and title companies increased dramatically. In addition to electronic recording, users had the option to submit documents via regular mail, Federal Express or by placing documents in our drop-off box located just outside our main entrance at 649 High Street, Dedham, MA.

I am particularly proud of our staff who continued to work diligently throughout these difficult times. In February, our employees were recognized as "Every Day Heroes" by D'Angelo Grilled Sandwiches. This recognition program honors groups of individuals who stand out in their community during the COVID-19 pandemic. The unsung heroes for 2021 were members of the Registry of Deeds Information Technology Department. The behind the scenes efforts of our Chief Information Officer and Network Administrator made certain that Registry employees could socially distance from one another and perform their jobs, some remotely for the first part of the year, all the while ensuring that each and every real estate document received by the Registry was safe, secure, and accessible to all members of the public. In addition to supporting the internal work and staff of the Registry, our IT Department acted as lifelines to members of the real estate bar and real estate community whose reliance on technology had never been greater or more essential.

The results of these efforts was a highly active Norfolk County real estate market benefitting sellers and buyers of real estate, lending institutions, the real estate legal community and all others with a vested interest in the local real estate economy. By keeping the Norfolk County Registry of Deeds open, recording fees collected were forwarded to the state and county helping to pay for important public initiatives including education, health care, and police and fire expenses. We are thankful to our partners in the real estate community and most importantly the citizens of Millis and all of Norfolk County. Their patience with us has been critical to the Registry of Deeds being able to continue its core mission of recording land documents in a safe and secure environment.

The Registry suffered a setback when a fire broke out in the building on a February weekend. We lost some IT equipment, supplies and microfilm but all of our records are intact and remain backed-up. We were open for business on the following Monday morning.

The Registry of Deeds is the principal office for real property records in Norfolk County and operates under the supervision of the elected Register, William P. O'Donnell, who has held the position since 2002. Its mission is to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 8.5 million land documents dating back to 1793 when George Washington was President. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, real estate attorneys, genealogists and others with a need for land record information. More information can be found on our website – www.norfolkdeeds.org.

2021 Registry Achievements

- Cyber Security issues and incidents, especially those involving municipalities, remained topical and captured the thoughts and dominated the efforts of the Registry of Deeds Information Technology Team. The IT team doubled their training and education of staff and employees concerning the perils of phishing, spoofing, and Trojan Horses to minimize potential risks to information security. The IT Department acquired an incident response server and multiple computers so that in the event of a cyber-attack the offline server and computers could be activated thwarting cyber attackers from sabotaging Registry operations.
- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101, Monday through Friday between the hours of 8:30AM to 4:30PM.
- In calendar year 2021, **the Registry collected approximately \$82 million dollars in revenue.**
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2022, we will continue to advocate for filed legislation that accomplish mortgage transparency by requiring mortgage assignments be recorded at the appropriate Registry of Deeds.
- This year saw a record number of electronic recording filers, **approximately 2,500.** The Registry is approaching 80% of its recorded land recordings being done electronically.

- Norfolk Registry of Deeds was the first registry in Massachusetts to record electronically registered land documents. This started in the Land Court section of the Registry of Deeds in 2017 and was crucial in remaining operational during the coronavirus pandemic. At the onset of the pandemic, 25% of the registered land documents recorded were done via electronic recording which has grown now to 70%.
- In 2021 we hit a milestone of recording our **40,000th Registry of Deeds book**. At the end of 2021 we were at Book 40210. For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically and by microfiche.
- In calendar year 2021, the Registry processed over **13,000 Homestead applications**. The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.
- Our website includes a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors and leaders in their fields of education, environment and the law
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service allows any county resident to opt in to this free notification service and be alerted when any land document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.
- Despite the ongoing COVID-19 pandemic, the Registry was able to restart some of its community outreach programs. We expect that in 2022 we will be able to visit each of the Norfolk County communities for office hours and continue our partnerships with Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy, the VA Boston Healthcare System, Voluntary Service Program and InnerCity Weightlifting on our 'Suits for Success' program, and New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. We were grateful to be able to resume our Annual Holiday Food Drive and Toys for Tots campaigns in 2021.

**Millis Real Estate Activity Report
January 1, 2021 – December 31, 2021**

There was a 7% increase in documents recorded at the Norfolk County Registry of Deeds for **Millis** in 2021, resulting in an increase of 177 documents from 2,676 to 2,853.

The total volume of real estate sales in **Millis** during 2021 was \$178,182,052, an increase of 31% from 2020. The average sale price of homes and commercial property was up 30% in **Millis**. The average sale price was \$696,023.64.

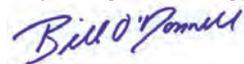
The number of mortgages recorded (702) on **Millis** properties in 2021 was up 2% from the previous year. Also, total mortgage indebtedness increased 37% to \$270,607,394 during the same period.

As in 2020, there were no foreclosure deeds filed in **Millis** during 2021.

Homestead activity increased 1% in **Millis** during 2021 with 265 homesteads filed compared to 2263 in 2020.

Finally, our objective at the Registry will always be to maintain secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

Respectfully submitted by,



William P. O'Donnell
Norfolk County Register of Deeds



2021 REPORT OF THE OAK GROVE FARM COMMISSION

Oak Grove Farm continues to be a place for residents' enjoyment; whether to walk, explore or enjoy nature. Oak Grove Farm provides enjoyment for many recreational activities; for children to practice their athletic skills, explore nature, cross country ski, use the back trails or play at the playground. The Oak Grove Farm Commission's (OGFC) responsibility remains the same throughout the years - continue to improve and maintain all areas of the farm so it may be safely enjoyed by all. Since its purchase in 1984, maintenance and improvements have been completed through volunteer efforts, either from the commission members and/or town residents. The town increased our yearly budget from \$1,636 to \$5,636 for FY 2019 which was greatly needed and appreciated. We supplement that budget with fees collected through permitting of Oak Grove Farm usage. However, there may be certain usages when fees are waived.

After much discussion and investigation on renovating the children's playground the OGFC made plans to move forward. The renovation is not of the playground equipment but the grounds of the playground. In the previous building or renovation of the playground a maintenance budget was not established for the playground so that cost became the OGFC's responsibility from their yearly budget. Throughout the years there have been repairs or replacement of items to the playground structures by the OGFC and multiple deliveries of footing to the playground to keep the level to the necessary amount to keep it safe. In recent years the footing has become an increasing issue. The timbers are in poor condition to support the border. The OGFC met with the CPC Committees, Finance Committee, Town Administrator and DPW Director the result being the funding for completing this renovation became part of an article at the November 2021 Town Meeting. We appreciate the town's support with this. On May 29, 2021 The McCarthy family donated a new piece of equipment to the playground, a train, in memory of their son Bryce.

Organized activities were in full swing in 2021, after the previous impact of covid. These activities included Millis youth soccer, Millis High School cross country meets, Sparhawk Academy soccer and a Women's soccer league. The Millis Middle School enjoyed their field day at Oak Grove in June. Woodside Academy held their Color Run in the fall in the back fields.

This year one of our long time members, Julio Fontecchio resigned from the OGFC, we thank him for his many years of service. OGF maintenance is completed through our members or other's volunteer work. Some projects may need more specific skills, or materials that require funds to be spent. The commission entered into an agreement with a local farmer for the mowing of the back fields at Oak Grove. The pergola was repaired by a local carpenter. Three benches were donated and installed by the commission near the playground. The Millis DPW continues to mow the athletic fields, spread materials purchased by OGFC for the parking lots and driveway and empty the trash receptacles. The Norfolk County workers worked on the grounds of Oak Grove. We thank all for their assistance in maintaining the property.

Respectfully submitted,
Oak Grove Farm Commission

PERMANENT BUILDING COMMITTEE

Construction of the new staff building and vehicle service building at the DPW facilities on Water St. continued under the supervision of the Permanent Building Committee in 2021. Both buildings were essentially completed by the end of the year, with temporary occupancy permits issued by the building inspector. Final documentation, as-built drawings and engineering certifications remained outstanding. In addition, several punch list items remained to be resolved, all of which are expected to be completed in the first quarter of 2022.

One major item remains outstanding, the finish coat of paving for the site. The binder coat of asphalt was placed in the fall with the intention that it season and stabilize over the winter and the finish coat placed in the spring or early summer. This last remaining item is expected to be completed before the end of the fiscal year, which ends on June 30.

At this stage of the project, with only one item to be completed in the spring or early summer of 2022, the construction costs are approximately \$600,000 under budget. When complete, the total cost will be under the roughly \$4.6 million authorized at town meeting. These new facilities will serve the DPW well for many years with expanded facilities to repair vehicles and the capability to wash vehicles indoors, according to EPA guidelines. This result would not have been possible without the ability of the DPW staff to self-perform much of the work, at great savings to taxpayers. Special recognition is due to Dave Rachmaciej of the DPW staff who served as the owner's project manager. His staff was able to complete major portions of the work at a fraction of cost of the general contractor.

The Permanent Building Committee also further developed the feasibility study, started in 2019, for the senior center with the Council on Aging and our retained architect, Abacus Architects + Planners. Although this work has been slowed due to the restrictions imposed on gathering due to the Covid 19 pandemic, these plans will be presented to residents in 2022. The intention is to place a warrant article for funding on the agenda for the November 2022 town meeting. This work takes on greater importance as the percentage of residents 60 and older now comprises almost 30% of the population. This trend is expected to continue as the population continues to age, birth rates continue to drop and housing for residents over the age of 55 continue to be built.

Respectfully submitted,

Wayne Klocko, chair

ex officio members: Jim McKay

Diane Jurmain

Dave Rachmaciej

John Larkin

Jim McCaffrey

Richard Nichols

Kim Borst, Department assistant

2021 ANNUAL REPORT OF THE PLANNING BOARD

The Planning Board administers the division of land, subdivision control, and zoning in an effort to accommodate long-term growth, maintain the positive aspects, and work to mitigate or eliminate the negative aspects of land in Millis. The Board is charged with administering the State's Subdivision Control Law, the local zoning by-laws and the land subdivision rules and regulations. The Planning Board also makes recommendations to the Select Board on Zoning By-Law amendments. The Planning Board consists of five members and one associate member.

Throughout 2021, the Planning Board conducted statutorily required public hearings and continued public hearings on various applications and proposed projects (special permit/site plan review applications, definitive subdivision approval applications; open space preservation developments; scenic road permits; earth removal permits, etc.); informal discussions with individuals, including attorneys, architects, and engineers regarding land located in Millis; consistent review of existing zoning by-laws and subdivision rules and regulations for conformance with State statute and revisions as necessary. The Planning Board was also involved with oversight for ongoing, larger projects in Town (ex. Regency at Glen Ellen; Acorn Place; Hickory Hills Subdivision; Emerson Place Subdivision). The highlights included approval for renovations to the Department of Public Works buildings and water treatment plant; a marijuana cultivation facility at 1480 & 1486 Main Street.

Numerous 81-P Plan applications (Subdivision Approval Not Required - "ANR") were reviewed and approved/endorsed by the Board.

Board recommendations approved at Town Meetings included an amendment to Recreational Marijuana Establishments to allow the Town to regulate delivery licensees and an amendment to Large-Scale Ground-Mounted Solar Photovoltaic Installations to allow for Agricultural Use. The Board also approved amendments to the Town of Millis Land Subdivision Rules & Regulations, Sub-sections Sec. 5.12.2.2.c.5.(c): Drainage Design, Detention Basins and Sec. 5.12.2.2.d.1: Drainage Design; Drain Pipe.

Sincere thanks go to Town Administrator, Michael Guzinski; the Select Board and staff; Teresa Gonsalves, Assessor; the Town's Building Commissioner, Mike Giampietro; Clerk Lisa Hardin and staff, Kathi Smith and Sue Vara; Fire Chief Barrett; Police Chief Soffayer; Madeline Yusna and all the fine workers of the Millis cable group, whose broadcast of our meetings continues to keep the residents of Millis informed; and, of course, the Board's most organized assistant, Camille Standley.

We especially want to thank all the residents who attend and participate in discussions at the Board meetings. We value and appreciate your comments.

Please visit our website for additional information including application forms, checklists, and regularly posted agendas and meeting minutes at:
<https://www.millisma.gov/planning-board>

Respectfully submitted,

Richard Nichols, Chair
Nicole Riley, Esq, Clerk
George Yered, Member
Bodha B. Raut Chhetry, Member
Alan Handel, Member
Joshua Guerrero, Associate Member
Camille Standley, Administrative Assistant



Millis Police Department 2021 Annual Report

Dear Millis Residents,

It is my pleasure to present to you the annual report for the Millis Police department. It is my privilege to work with an outstanding team of dedicated professionals. The mission of the Millis Police Department is to consistently find ways to promote, preserve, and deliver a sense of security, safety, and quality of life to the residents of Millis. To fulfil our mission, we are committed to:

- Acknowledge our responsibility to the citizens of Millis, our source of authority.
- Performing our duties within the spirit and the letter of our laws and constitution.
- Remaining sensitive to human needs and treating each person with respect, compassion, and dignity.
- Approaching each situation as unique and responding creatively with empathy and prudent use of discretion.
- Promoting mutual trust between the Department and the citizens and businesses of Millis.
- Enhancing safety and a feeling of security for our residents; fostering a quality work environment that encourages open communications and affords trust, respect, and support for each member.



This past year proved to be a difficult year not only for the Millis Police Department, but across all Town departments and residents of Millis. The COVID-19 pandemic continued to impact daily operations, our officers and civilian employees continued to demonstrate their professionalism and willingness to face all challenges by adapting to the changing environment daily. While the fear of contracting the Coronavirus and possibly bringing it home to their loved ones continued to weigh heavily on everyone's mind, the members of the Millis Police

Department reported to work every day and continued to provide an exceptional level of service to our community. While the COVID-19 pandemic halted many of our in-person activities designed to build relationships with the community, our officers were able to adapt to an online platform so that remote check-ins could be conducted. Restrictions have been lifted, and we are looking forward to offering a wide variety of programs to the community again. Thank you to all our dedicated employees for your dedication during these unique and challenging times.

The Millis Police Department is a proactive department that takes pride in working with the community to address issues that help improve the quality of life. This past year we had to cancel all events that engage the community, National Night Out, “coffee with a cop”, Millis Police Public Forum, Rape Aggression Defense, Crime Prevention, and the Millis Police Leadership Academy. We look forward to resuming these effective programs for the residents of Millis this year. We are currently working on the curriculum for a Citizen’s Police Academy that we will offer this fall.

As a profession, policing is on the verge of significant change. We are constantly looking at how we can better prepare and train our officers. We have been actively reviewing our policies and procedures as part of our accreditation process, in an effort to provide the Millis community with the best services possible. We are actively working with our community to build and strengthen the relationships that will ensure we are a reflection of this community.

Our department had several personnel changes. Officer Adams retired after serving 32 years with the police department. Officer Adams served as the Firearms Licensing officer and Court Prosecutor. In addition, Officer Kearns retired this past fall as well. Officer Kearns played a critical role in our technology infrastructure. We wish the best to both with their future endeavors. We welcomed Officer Colby Roy, Officer Kelly O’Dowd, Recruit Officer Colby Zitoli, Dispatcher Garin Eisele, Dispatcher Max Moran, and Dispatcher Teaghan LeBlanc to our department. We have been fortunate to recruit dedicated employees who are not only committed to the mission of the Millis Police Department, but the community as well.

The Communications Officers continue to serve as the vital link between the community and the sworn members of the department. The dispatch center was responsible for handling 18,799 calls for service in 2021. In addition to those calls for service, the dispatch center responded to hundreds of other walk-in requests from citizens.

CALL TYPE STATISTICS

Restraining Orders	83	Alarm	1004
911 Calls	1932	Assault (Simple, Felony, Domestic)	24
Citizen Request for Services	724	Assist Other Agency	174
Breaking and Entering	19	Civil Complaint	103
Disabled MV	138	Disturbance & Disturbed Person	277
Domestic Abuse	77	Credit Card Fraud	179
Motor Vehicle Accident	119	Investigation	204
Larceny	43	Lockout MV	4
Lockout Building	22	Well Being Check	152
Motor Vehicle Stop	4873	Wires Down	44
Property Check	4780	Sexual Assault	11
Trespassing	16	Suspicious MV, Person, & Activity	1234
Sudden Death	9	Suicide & Suicide Attempt	28
Vandalism	23	Youth Gathering	14
Missing Persons	11	Court Process Service	191

Each year, police departments across the commonwealth face new challenges, for 2021 those challenges were diverse, and brought out the very best of our police department. The level of support displayed by the citizens of Millis towards their police department is best described as outstanding. I could not be prouder of the members of the department the way they conduct business on a daily basis.

While all of us appreciate the relative safety of Millis, the reality of the world today brings with its societal challenges that need to be faced. We must be prepared to respond to those challenges in a manner that respects and ensures the rights of our free society while protecting us from those who would do harm.

CUSTODY STATISTICS

Protective Custodies	41
Assault & Battery Dangerous Weapon	7
Operating Motor Vehicle with a Suspended License	22
Warrant Arrests	27
Domestic Assault and Battery	14
Operating Under the Influence	16
Possession of Class A drug	5
Possession of Class E drug	6
Receiving Stolen Property	4

MILLIS POLICE DEPARTMENT STAFF

Chief Christopher J. Soffayer

Sgt. Kristopher Maxant Sgt. Nicholas Meleski Sgt. Corey Volpicelli
 Sgt. John Shearns Sgt. Dominic Tiberi

Ptl. Kelly O’Dowd Ptl. Paul Smith Det. Jason Gonzalez
 Ptl. Sean Nelson Det. Dale Bickford Ptl. Robert Afienko
 Ptl. Kevin Conley Ptl. Craig Thompson Ptl. Zachary Forsythe
 Ptl. Paul Curtin Ptlm. Tyler Angel Ptl. Matthew Sullivan

Permanent-Intermittent Officers

Ptl. James Lopez

Communications Officers

Robin Cahill
 John McLaughlin
 Garin Eisle
 Max Moran
 David Piantedosi
 Teaghan Leblanc

Department Assistant

Tracy Leavitt

Respectfully Submitted,
 Christopher J. Soffayer
 Chief of Police

REPORT OF THE MILLIS RECREATION DEPARTMENT

The Recreation Department is dedicated to providing the Millis community with extracurricular, informative, educational, entertaining activities and recreational sports programs. The opportunities the Recreation Department offers address the needs and preferences of the entire community, programs for all citizens from infancy to adulthood. In working to fulfill our mission, the Recreation Department stays in close contact with the community to ensure Department policies and activities reflect the community's interests and needs.

The Millis Recreation Department publishes program brochures for Fall, Winter, Summer and Spring courses. Fees charged for programs cover the cost of materials, pay salaries and help defray other costs. The Recreation Committee consists of appointed members who are working to better your community. Recreation Committee and Volunteers: Mike Banks, Steve Cassidy, Tim Davis, Kris Fogarty, Director, Erin LeBlanc, Teen Program Coordinator, Sharon Locke, Pam Mustard, Paula Norton, and Susan Vara, Department Assistant.

Your Recreation Department is successful because of the cooperation between the Department and the Town Administrator, Board of Selectmen, School Department, Veterans Memorial Building Staff, Police and Fire Department, Public Works Department, Millis Public Library, Board of Health and local businesses. A well-deserved thank-you also goes to the many volunteers and professionals involved with the Recreation programs who are so generous with their time and talents.

The Department received funds from the Marijuana Host Agreement and was able to hire Erin LeBlanc as our new Teen Program Coordinator. Some of the highlights from this position include:

- Launched "Millis Rec Serves", a platform for community service for our local high school and middle school students.
- Partnered with Police and Fire Departments to execute holiday events for community.
- Collaborated with Millis High School and Middle School Administration on programming and service opportunities.
- Collaborated with Millis Fire Department on CPR, AED & First Aid Training for Teens.
- Launched the winter "Teen Industry Series: Exploring Your Post High School Options", focusing on Self- Fulfillment, Financial Stability, & Forward Progression.
- Collaborated with Millis High School, Tri-County Regional Vocational Technical School and Norfolk County Agricultural High School.
- Offered three-part winter Arts Series.
- Planned adaptive recreational opportunities for teens.

The Marijuana Host Agreement also allow us to focus on new programs that have a strong inclusive effect. We ran programs which participants with disabilities can enjoy alongside their peers, both with or without a disability. The 4-week Inclusive camp that we offered in the summer was very successful and received positive feedback. Each week was full to capacity for grades K-5 for a total of 180 participants. The funding was used to pay staff who are all Millis residents and students. It also helps offset the fees charged to residents so it is more affordable to all families.

The Recreation Department pivoted during the pandemic to think “outside the box.” We launched a town-wide contest called Project Smile, in honor of Mental Health Awareness Month in May. We invited local artists to paint murals throughout our community and encouraged residents to seek out the out during their walks and take beautiful and fun selfies. We also had Date Night Kits, Bunny Drive Thru at the Town Hall, Parents Night Out Holiday Bash and Santa at the Bandstand.

The Recreation Department received a donation from John Welch to install three basketball nets at the Clyde Brown bus lot. This project was completed with the assistance of the DPW. A grand opening will take place in Spring of 2022.

Respectfully submitted,
Kris Fogarty, Recreation Director



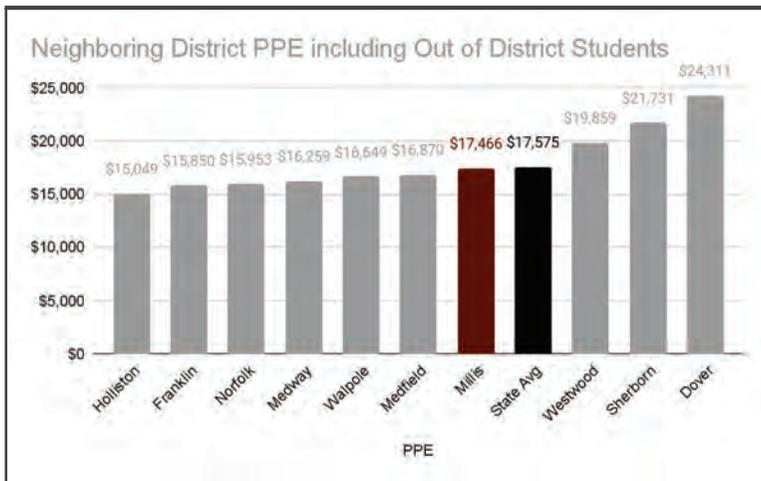
Millis Public Schools
2021 Annual Report

2021 proved to be a challenging year for the Millis Public Schools, however students, staff, and families showed great resilience and flexibility as the mode of education moved from remote to hybrid to (finally) completely in-person. By January of the 2020-2021 school year, Millis students had shifted from completely remote learning to a hybrid schedule with students divided into cohorts. Cohort A attended in-person on Mondays and Tuesdays, Cohort B students attended in-person on Thursdays and Fridays, and all students attended remotely on Wednesdays. In this challenging learning mode, Millis staff endeavored to provide engaging, rigorous learning experiences for their in-person and remote students simultaneously. Students worked hard under these very difficult conditions. Hybrid learning continued throughout the winter. Finally, on March 29, 2021 we welcomed back students in grades 1 and 2 for full in-person learning at Clyde Brown School. On April 5 all Clyde Brown students were welcomed back, on April 28 Millis Middle students came back, and on May 3 all Millis High School students returned to full in-person learning. Although students and staff had to continue to deal with masking, hand hygiene, social distancing, and quarantining, it was still very positive to have full in-person learning at the Millis Public Schools. As June approached, state masking mandates allowed for students to remove masks when outdoors as COVID-19 case levels dropped throughout the state and town. The introduction of the COVID vaccine in the spring of 2021 gave great hope that we would be returning to “normal” in 2021-2022. Unfortunately in the summer of 2021 the Delta Variant of COVID reached Massachusetts and we began the school year with a mask mandate. The good news was that all students returned to in-person learning. Throughout the fall and into the winter of 2021, Millis schools were able to remain open for in-person learning. December 2021 brought significant spikes in the COVID virus that impacted student and staff attendance, but Millis schools still managed to move forward. As we prepare for better days ahead in 2022, we look back impressed with the perseverance and dedication of our staff and students. As the following reports from individual schools and departments will detail, despite the obstacles, Millis Public Schools continued to thrive in 2021.

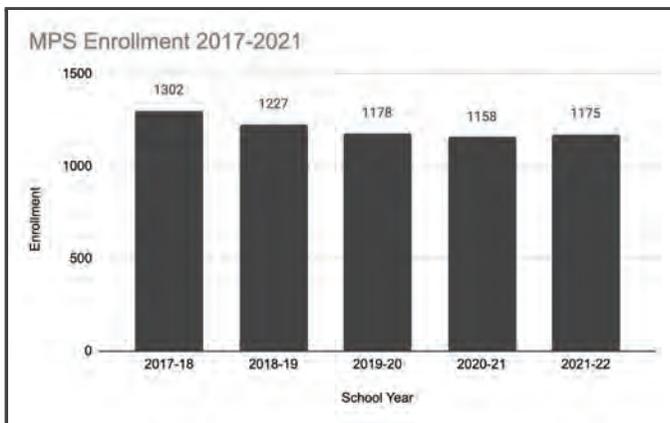


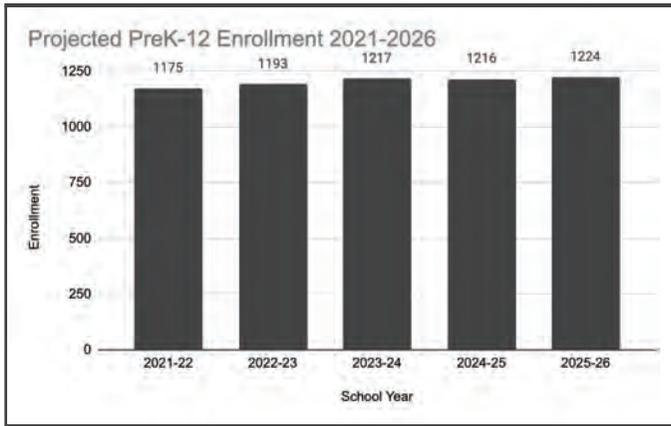
Through the generous support of our schools by the Millis community, Millis Public Schools are able to prepare students to be responsible citizens, to provide knowledge and skills necessary for higher education and quality careers, and to develop leaders for the next generation. Based on the most current data provided by the Department of Elementary and Secondary Education (DESE), the per pupil expenditure of the Millis Public Schools for FY2020 was \$17,466 (including costs for out of

district tuitions for special education programs). The chart below indicates Millis' per pupil expenditure in comparison with other neighboring districts and the state average.



Millis Public Schools Enrollment increased from 1158 students in grades PreKindergarten (PreK) to 12 for the 2020-2021 school year to 1175 students in grades PreK-12 for the 2021-2022 school year. The enrollment at Millis Public Schools is expected to increase slightly in the coming years. The following charts reflect data collected by the New England School Development Council (NESDEC) regarding current and projected enrollment trends.





Millis has also seen a change in enrollment along racial and ethnic lines. In 2015, 90% of Millis students identified as white. Data from Massachusetts Department of Elementary and Secondary Education for 2021-2022 indicates the shifting demographics of our schools.

Enrollment by Race/Ethnicity (2021-22)		
Race	% of District	% of State
African American	1.0	9.3
Asian	2.6	7.2
Hispanic	9.5	23.1
Native American	0.3	0.2
White	82.0	55.7
Native Hawaiian, Pacific Islander	0.1	0.1
Multi-Race, Non-Hispanic	4.6	4.3

As a small school system, Millis Public Schools continues to focus on personalized education. Faculty and staff strive to form strong relationships with students as a means to maximize student potential. By knowing students well and developing lessons, assignments, and assessments that incorporate student voice and choice, teachers enable students to take ownership of their learning. Classroom content, knowledge and skills have meaning in their lives and they recognize the value of what they are learning. Personalized learning has helped our students develop confidence as learners and citizens. Millis students consistently perform above grade level expectations on state and national exams, apply and are accepted to outstanding colleges and universities, and are prepared for 21st century employment and careers.

In 2021, Millis Public Schools and its students received recognition at the local, national, and international level. All three Millis schools are recognized as International Spanish Academies (ISAs). ISA schools must meet strict standards of language immersion and proficiency established by the

Ministry of Education of the Kingdom of Spain. Our partnership with the Education Office of the Embassy of Spain provides our Spanish language teachers with access to outstanding teaching materials and professional development and our Spanish language students with rigorous and authentic learning experiences. Nationally, Clyde Brown Elementary, Millis Middle, and Millis High have all been recognized as Schools of Excellence by Niche.com for student performance and teacher excellence. Millis Middle School and Millis High School were both recognized by US News and World Reports in the magazine's annual rankings. Millis High School was also recognized with a College Success Gold Award by GreatSchools.org for student post-secondary attainment and was included in Boston Magazine's rankings of the Best High Schools in Greater Boston. Boston Magazine also ranked Millis High School as one of its Top 10 schools in "Bang for Your Housing Dollar," which recognized "The ten institutions whose high school rankings most significantly surpassed the ranking of their respective median home price." We are proud of these awards and recognition and realize they would not be possible without the tremendous support of the Millis Community.



Respectfully submitted,
Robert Mullaney, Superintendent

District Curriculum, Instruction, Assessment, ELL and Professional Development
Annual Report 2021

The Millis Public Schools remain committed to educating students through personalized learning to meet individual needs and provide students with the tools to become independent learners. In this 21st Century, we understand the importance of providing students with the skills they will need to be effective, contributing members of society. The skills necessary include their ability to communicate effectively, to collaborate with others, to be critical thinkers, and to be creative, effective problem solvers.

In January of 2021, as the Covid-19 pandemic continued to disrupt education, our schools had transferred from a fully remote model and were operating in a hybrid model. Students and staff were fully masked, and students learned through a combination of socially-distanced in-person learning and remote learning at home. Millis teachers were masterful in juggling teaching one group of students in the classroom, while simultaneously teaching another group remotely via Zoom. Professional development, support from the technology department, and technology tools were key in helping to maintain a high level of instruction for students during this challenging time.

During the spring of 2021, Massachusetts schools returned to standardized testing. Millis schools administered both the ACCESS for ELL students and the MCAS tests. Mills High School students were afforded the opportunity to take the AAPPL test in Spanish to meet the criteria for the Seal of Biliteracy.

In September 2021, school resumed fully in-person along with masking, social distancing, Covid-19 testing and contact tracing. Millis teachers approached the year with a mindset that supported meeting students where they were and accelerating learning. It quickly became clear that mental health and social-emotional challenges would impact learning. Professional development for staff included developing a structure and plan for increasing tiered academic support at the Middle School and High School through flexible blocks in the schedule. Staff at the Clyde F. Brown Elementary School participated in training in the Science of Reading to improve reading instruction, and they began a literacy core program review to select new high-quality curriculum materials.

During 2021, Millis saw an increase in enrollment of English Language Learners. Grant funding allowed for increased development of the ELE program, including the purchase of curriculum materials, additional service delivery, and professional development for ESL teachers to support this increase. In 2021, the MA Department of Elementary and Secondary Education released new World Language Curriculum Framework standards. Spanish teachers in grades 1-12 began the process of comparing current standards to the new frameworks and planning for a shift toward implementing new standards. High School math teachers also began exploring high quality curriculum materials for their freshman Algebra 1 classes.

Millis Schools continue to stay abreast of research and new advances and developments in the field of education. Professional development to support teachers and budget planning for curriculum improvements and updates is ongoing for maximum student learning.

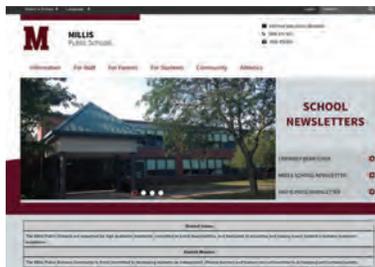
Respectfully submitted,

Maureen Knowlton
Director of Curriculum

2021-22 Town Report
Millis Public Schools
Digital Learning and Technology

During the 2021-2022 school year, the Technology Services Department has continued to support teaching and learning, as well as communications and productivity in our learning community. Some highlights from the 2021-22 school year:

- A new PA system has been installed in the Middle-High School. The system integrates with our phone system and allows for multiple means of communication throughout the building and grounds.
- The district launched its [Cyber Safety Site](https://millisps.onlinesafetyhub.io/) <<https://millisps.onlinesafetyhub.io/>> which is filled with resources for staff and families, including information about popular apps and websites, security settings for apps and games, and resources for what to do in certain situations where cyber safety is an issue.
- This school year also brought about a fresh new look for our district and school websites.
- The district enhanced communications with members of the learning community with the implementation of SMS texting as an option through our communications system, SchoolMessenger.
- A long time goal for the district was realized this school year with the implementation of single sign-on (SSO) using a secure system of connecting staff and students with the apps and resources they use for learning, communications, and productivity.
- The newly created Digital Literacy and Computer Science PLC began work aligning tools and curriculum with Computer Science and Digital Literacy standards.



Each student in grades Pre-K through Grade 12 is assigned a school-managed device for learning. Staff have a number of digital tools to support blended and personalized learning, including:



- Google Classroom and SeeSaw for establishing online learning spaces that provide access to content, learning pathways, and assessments
- Loom, Screen-cast-o-Matic, Explain Everything, and other screencasting tools for developing instructional videos and engaging students with curricular content
- EdPuzzle for enhancing instructional and content videos with interactive questions and activities

- Various other digital Learning tools, such as BrainPOP, Typtastic, Book Creator, Freckle, IXL, PearDeck, WorldBook, and robotics

Our technology replacement cycle has shifted with the influx of new technology over the last two fiscal years; it will now need to account for multiple phases for replacing technology and devices for which the useful life will be reached at a concurrent rate. Our entire learning community is now engaged in technology-infused teaching and learning, and we acknowledge that students at all grade levels are accustomed to learning with digital tools, which the district will strive to continue supporting. Likewise, many of the digital applications that we use now are adaptive, support personalized learning, and have become our new “normal” in teaching and learning. Our strategic planning includes a means for sustaining deep and personalized learning, as well as the found successes that we’ve brought forth from meeting the challenges put before us.

We continue to focus our energy forward, reflecting on what works and what we hope to sustain as we continue to provide our learners with the best possible education.

Respectfully submitted by,
Jennifer Starr
Director of Digital Learning and Technology

OFFICE OF STUDENT SUPPORT SERVICES
ANNUAL REPORT 2021

The Office of Student Support Services oversees a variety of areas including Health Services, Special Education, Guidance Counseling, Home and Hospital Instruction, Child/Student Find, Integrated Preschool, Civil Rights and Homeless Education support. A full description of these programs can be found on the district website. The Millis Special Education Parent Advisory Council (SEPAC) collaborates with the Office of Student Support Services, offering input into special education programming in the district. This parent/guardian-led group offers important support and resources to families of students with disabilities and other interested parties through informational as well as social events.

A central mission of the Office of Student Support Services is to protect the rights of students found to have disabilities that impact learning. This office is charged to provide comprehensive and high-quality services to students with learning difficulties; these can address students' academic, social and/or health needs for students age three to twenty-two (3-22). Students found to have disabilities which impact learning, have Individual Education Plans (IEP) designed by a team of educators and parents. In June of 2021, one-hundred eighty-seven (187) Millis Public Schools students had IEPs. This represents 15.7% of the student population and is below the state average (18.4%). IEP services may include specialized instruction in academic areas and related services such as speech and language therapy, occupational therapy, physical therapy, vision services, psychological services, school adjustment counseling, crisis intervention training, special education evaluations, behavioral interventions, and nursing care.

The Millis School District, in accordance with state and federal laws, remains committed to the principle of including students with disabilities to the greatest extent possible, within the general education classroom in our schools. This principle requires strong collaboration among general education teachers, special education teachers, therapists, counselors and paraprofessionals. Further, an increased focus on a "universal design for learning" and personalized learning in our schools, provide frameworks that enhance the accessibility of the curriculum for all learners. In an effort to further Millis Public Schools' capacity to provide an excellent education for all learners, each school has developed an action plan to develop a tiered system of supports (TSS). Given this strong instructional support intervention system designed to accommodate students' learning needs within the general education classroom, the referrals for an evaluation to determine special education eligibility continue to be appropriate.

In June of 2021, nineteen (19) students were being educated in 11 public, private and collaborative programs outside of the district. Millis Public Schools strives to educate students with disabilities in the least restrictive environment (LRE) frequently developing practices to keep students in the schools here in their hometown area. Through membership in the ACCEPT Education Collaborative and The Education Cooperative, services are provided to students with low incidence disabilities. In addition, both Collaboratives provide programs, personnel and consultation services and professional development to instructional personnel of the member communities to increase our capacity to address the diverse needs of our students in our local schools. Occasionally, IEP teams will recommend private special education school placement for students with specific needs.

Ongoing throughout the 2021 school year, the Millis Public Schools worked to create a transition program to meet the needs of students ages 18-22. A primary purpose of the Individuals with Disabilities Education Act (IDEA), is to ensure that all students with disabilities have available to them a Free Appropriate Public Education (FAPE) that emphasizes special education and related services designed to meet their unique needs and prepare them for further education, employment, and independent living. This program allows for qualifying students to spend time each day in the community and working on independent living skills. The transition program facilitates caring relationships, creates a culture of support and sense of community, and allows students to make global life connections.

The Office of Student Support Services ensures that the district complies with mandated practices, as well as special education laws and regulations. Procedures and regulations are reviewed regularly, keeping special education personnel and general education personnel informed of all administrative advisories and changes to the laws and regulations.

In closing, Millis Public School community strives to provide educational programs and supports that address the needs of all students. We believe that the supportive and nurturing environment found in Millis Public Schools makes it possible for students with learning challenges to reach their full potential.

Respectfully submitted,
Nealy Koumanelis-Urquhart
Director of Student Support Services

Town Report 2021
Millis HS Athletics

2021 winter sports included: Boys/girls basketball, boys/girls indoor track, coop boys ice hockey, and coop gymnastics. We have been able to offer a wide variety of competitive opportunities to meet many winter sports interests.

The boys basketball team posted a 0-10 season record in their Covid shortened season. Matt Fiala was voted a league all-star. Girls basketball posted a 10-2 record with Abby Miller and Eryn Rice being named to the league all-star team. Our indoor track team numbers continue to grow and our scores continue to improve. Both teams posted 0-3 records. Bethany Steiner qualified for Nationals in girls indoor track and was also named a league all-star. Our gymnastics coop team continues to do well. Our boys hockey coop team continues to offer our students the opportunity to play ice hockey at a competitive varsity level with the Hopedale coop winning the league title posting a perfect 17-0 league season record.

2021 fall sports teams: football early spring 21 wedge season Covid season 0-5 Brendan Polimeno, Braeden McPhee, Luke Molinari and Talley Smith were named league all-stars, and in the fall season 3-7 Nick Almeida, Braeden McPhee and Nick Quinzani were named league all-stars, girls volleyball, boys 0-5/girls 0-5 cross country, and golf 6-14. Girls soccer 6-12-3 took us on an exciting post season run as did boys soccer 12-6-3 who won their first league championship in school history. Cross Country girls 0-5 and boys 0-5 continues to enjoy growing popularity as does golf. Golf earned their first six-win season in school history under third-year head coach Lance Benham. Girls volleyball under new head coach, Liz Gatz, worked to rebuild in the hopes of returning to the state tourney soon and they did just that drawing the #1 seed Lee High School to rebuild in the hopes of returning to the state tourney soon. They finished the season 5-13 Maryn Cyr and Jane Connors were named league all-stars.

2021 spring sports teams included: girls tennis 2-12, baseball 4-14 Michael Govoni voted league all-star, softball 14-2 Frankie Pizzarella, Eryn Rice and Riley Caulfield voted league all-stars, boys volleyball 4-12 Emmett Clark voted league all-star, boys 0-5/girls 1-4 in outdoor track.

Overall, 2021 was an exciting year full of all kinds of outstanding accomplishments and incredible challenges. Go Mohawks!



The Clyde F. Brown 2021/2022 school year began more typically than did the previous year. Even though masking and distancing were still required along with a few other restrictions, all of our students walked through the doors on September 1, 2021, excited and ready to be together once again. Art, Music, Physical Education, and FLES classes moved back into their own spaces and lunches took place in the cafeteria one grade at a time. Recess went back to normal with students from two grades on the playground at one time with no restriction to remain with their own class. It was a good beginning to the new school year.

In the fall, our staff took extra time and care to make connections and build relationships with their students. Establishing thoughtful classroom rituals and routines were especially important at the start of the school year because our students had very different school year expectations for the previous two school years due to covid restrictions. As the fall progressed, our staff began to administer the Universal Screening Assessments to measure students' academic strengths and areas for growth. Our support staff began working with students in small groups focusing on reading, math, and social/emotional and behavioral skills.

This year our grade level teachers along with specialists and reading support staff participated in professional development focused on the Science of Reading provided by the Hill Group for Literacy in preparation for the Core Literacy Program to be completed in the Spring. Our staff reviewed three high-quality core literacy materials using a researched-based evaluation tool to help identify a new literacy program for our school. In January, CFB received a \$119,000 grant from the Department of Elementary and Secondary Education (DESE) to fund the purchase of a new core literacy program.

Enrollment

The total enrollment for the 2021/2022 school year is 590 students in grades Preschool through Grade 5.

Preschool - 54 students
Kindergarten - 93 students (11 in our half-day programs)
First Grade - 82 students
Second Grade - 91 students
Third Grade - 80 students
Grade Four - 103 students
Fifth Grade - 87 students

Thirty-two of the students attending Clyde F. Brown Elementary School are enrolled through the School Choice Program offered by Millis from neighboring towns. The high number of choice students is indicative of our strong academic program and our well-respected staff.

Literacy and Numeracy

In literacy, Grades 1 through 5 continue to use the Pearson *Reading Street* program; this core program provides a foundational curriculum guide in literacy and is enhanced by instructional differentiation based upon ongoing student learning data. Our kindergarten programming also includes elements of *Tools of the Mind*. Tools of the Mind is a program that supports students' executive functioning skills through literacy.

Grades K through 5 continue to use the *Everyday Mathematics* program. *Everyday Mathematics* is a comprehensive program with detailed lessons allowing students to understand the process of math, develop a deeper understanding of concepts, and have opportunities for students to demonstrate mathematical thinking skills.

CFB continues to assess student learning through the use of the web-based AIMSweb in reading and math for Kindergarten and Grade 1, and STAR for reading and math in Grades 2-5. Students take part in benchmark assessments in the fall, winter, and spring. The data collected by AIMSweb and STAR assessments guide teachers in identifying student skill areas of competency and those needing direct instructional support. Massachusetts Comprehensive Assessment System (MCAS) was administered both in-person and remotely in 2021.

Unified Arts

Students at CFB participate in a rich Unified Arts program. We offer Art, Music, Physical Education, Media Literacy, and Digital Literacy programming.

The Art curriculum provides experiences that are an essential element in the education of every student. The creative process develops the higher-order thinking skills essential to all learning. Students learn how to create visual art using a variety of media including painting, drawing, sculpture, and ceramics.



The music department focuses on exploring musical concepts through singing, dancing, listening, musical games, and playing instruments. Students learn the fundamentals of music: notes/rhythms, clapping and movement, melodic contour, modality, listening, and creativity. Students explore music concepts, history, and composition through the use of technology throughout the year.

The goal of our Physical Education program is to help develop the skills, knowledge, fitness, and positive attitude needed for lifelong participation in physical activities as students work toward optimal levels of health and well-being.





In Media Literacy, students gain an increased enjoyment of literature. They grow in their abilities to locate and select appropriate reading materials independently. Students learn about various text and media platforms and are exposed to various genres of literature through read-alouds and discussions.

Digital Literacy teaches students to become digital citizens which is a person who develops the skills and knowledge to effectively use the internet and other digital technology in order to participate responsibly in social and civic activities. Students also learn various digital applications and programming. Our digital literacy program contains a STEAM (science, technology, engineering, art and math) element where students work collaboratively to learn coding and other STEAM related skills.



Social-Emotional Learning (SEL)

The Millis Public Schools Social-Emotional Team continues to utilize our 3 Tiered System of Supports to provide social, emotional, and behavioral (SEB) supports for all students.

Tier 1 -- All Students: Includes Positive Behavior Supports Program (CFB's Bear Paw Program) and social/emotional learning classroom lessons for all students at all levels. Counseling tips are provided to all students weekly embedded in the Morning Message as well as recognizing acts of kindness students display to one another. These acts of kindness are read weekly on the morning messages to promote kindness and empathy.

Tier 2 -- Some Students: Provides social-emotional learning for individuals and small groups of students based on need and our screening criteria.

Tier 3 -- A Few Students: Provides strategic, targeted, and longer-term social-emotional learning and supports for identified students--may involve individual counseling, case management, programming, etc.

The MPS Social-Emotional Team utilizes assessments and supports for students and staff. The team conducts regular SEB screenings occurring multiple times during the school year to identify students in need of support. Counselors and staff utilize these assessments as well as collaboration and determine supports and interventions for all students. Progress monitoring and benchmark screening are used to monitor student progress.

During the summer of 2020, the district counseling staff created a website for staff and families focused on social, emotional, and behavioral supports. This user-friendly website provides multiple supports and resources for students, families, and staff. The collaborative creation of the website was in response to the challenges faced by everyone in the midst of a global pandemic.

World Languages at Clyde Brown School

The Spanish Immersion Program, Grades 1 through the High School, is in its twenty-fifth year! The Millis Public School District is designated as an International Spanish Academy (ISA) by the Spanish Department of Education – students are awarded diplomas of Spanish competency at the end of Grade 5.

The *FLES* (Foreign Language in Elementary School) Program continues in all grades, Kindergarten through Grade 5, thereby providing all students at CFB with instruction in a second language – an accomplishment that is unique to Millis amongst all other local districts.

To further embed the Spanish Language focus at CFB, each morning during the video-recorded announcements, a student from the fifth grade Spanish Immersion Program introduces a new Spanish word from a specific category and provides the meaning of the word in English.



Clyde F. Brown Home and School Association and MERIT:

CFB is fortunate to have such active and engaged parent/caregiver programs within our community. The HSA (Home School Association) is a parent/caregiver program that supports programming at CFB. The HSA provides curriculum enhancement events for each grade, expanding learning for all students and also providing community events and opportunities for students and families.

HSA supports community communication by compiling and distributing the CFB School directory to all families at CFB; the online directory assists the district's efforts to remain as "green" as possible by minimizing the use of paper.

MERIT is also a parent/caregiver based program within the community of Millis. MERIT has supported many programs and opportunities for Millis staff, students, and families through MERIT Grants. Many staff at CFB have been awarded grants to increase and enhance our educational programming.

Student Recognition and Community Involvement

The school celebrates our community by gathering for grade-level and/or whole school assemblies, emphasizing our core values through a variety of activities and presentations. Due to covid restrictions our grade level and whole school assemblies were on hold until the later part of the school year. Once restrictions were lifted we were able to gather as a community, which all staff and students enjoy.

CFB Positive Behavioral Interventions and Supports Program (PBIS) - students who demonstrate success in following our Core Values of Taking Care of Yourself, Taking Care of Others, and Taking Care of the Environment – continue to be recognized through the use of Bear Paws and Bears. Bear Paws are given to students noticed to be demonstrating our core values. The individual Bear Paws go toward the class total. When a class earns 100 Bear Paws, they receive a Bear to be placed on the door outside of their classroom. At the end of each month, the class in each grade level receiving



the most Bears is awarded a Golden Bear that they keep and display in the classroom until the end of the month. Focusing on our CFB core values promotes responsibility and positive contributions as citizens of the CFB school community.

Clyde F. Brown continues to expand our Student Leadership Program in grade 5. This program is inclusive of all 5th graders and encourages students to increase their leadership potential. Students now have the ability to use voice and choice to participate in any number of school community projects, thereby developing leadership potential in all CFB fifth graders!

Whole-school participation in broadening student awareness through opportunities such as our Leaves of Kindness program. This program allows students to recognize the acts of kindness that their fellow students do for one another. This year our fifth-grade leaders launched our *Leaves of Kindness Program* during the morning messages and encourage all students in grade levels to participate.



2021/2022 School Council Members

Parents: Pamela Ahmad, Jamie Scavone, Erin Underhill, and Pilar Ward
Community Member: Rachel Silverman
Staff Members: Kelly Annunziato, Mollie Perachio, and Janine White
Assistant Principal/Counselor: Elise Molloy
Principal: Tanna Jango

Respectfully submitted,

Tanna Jango, Principal

Millis Middle School Annual Report - 2021

Winter / Spring 2021:

The year 2021 started strong at Millis Middle School, with a focus on supporting students' and teachers' social and academic wellness, while maintaining the overall district vision of personalized learning and student well-being, especially important given the defining feature of the school year: the Covid-19 Pandemic restrictions. Between January and April, students remained cohorted and learning in a hybrid model due to Covid safety protocols, but teachers nonetheless found ways to support students' social and academic needs. After April Break, the full school returned to combined, cohorted student groups for all in-person instruction, and a vast improvement in instruction came with it, as MMS continued on the long path towards normalcy.

Additionally, April brought many changes to Millis Middle School, including Principal Knowlton being offered the position of Director of Curriculum and Instruction effective at the end of the school year. This opportunity necessitated a search for a new Principal for Millis Middle School. After a search, several rounds of interviews, capped-off with site visits, Chris Glynn, then Vice Principal of Kennedy Middle School in Natick, was offered and accepted the position.



As full in-person learning progressed for the first time in over a year, students and teachers dove back into school, featuring many different projects:

- 6th Grade working on Civil Rights pageants / projects.
- 7th Grade working on STEAM projects, and thanks to a generous donation, the seventh grade science classes again participated in the Teaching with Trout Program and raised Eastern Brook Trout from eggs to release into the Charles River.
- 8th Grade collaborating around Civic Action projects.



Summer 2021:



During the Summer of 2021, the Middle School focused on the leadership transition, scheduling students back into a more typical, “rotating” schedule, and hiring for several vacancies in the Tiers Tutor and Paraprofessional ranks. Thanks to generous grants, both the English Language Arts and Math Tiers Tutor positions were grown into full-time positions, and have allowed for more intervention with students. As is the way with talented Paraprofessionals, several moved on to other endeavors, and the Middle School had an opportunity to refill our ranks with a new group of excellent Paraeducators. Since the “new” student schedule for the prior academic year was not able to be fully realized due to strict Covid cohorting protocols, summer was filled with solving the jigsaw puzzle that is scheduling, as well as reimagining the “What I Need” WIN Block Class. In this first iteration of the new initiative, MMS planned that every 6 weeks (aligned with each

mid-trimester, and beginning of the subsequent trimester), grade-level teacher teams would analyze student performance and mastery, and then move students into targeted WIN classes for 6-week sessions. There, students would get extra practice, intervention, or extension in different skills or subject-areas based on what teacher conversations, data, and student outcomes suggest “they need.” This has been a tremendous opportunity for our school to continue providing students with a highly personalized learning experience and extra support where they need it. Additionally, district leadership spent time over the summer developing District Improvement Plan goals around Equity and Inclusion, as well as the continued goal of improving Personalized Learning programming.



Fall / Winter 2021:

Back to School brought excitement as the community pivoted around the ever-changing Covid conditions. Nonetheless, a more “typical” start to school was underway. Students were following a middle school schedule, changing classes, and gathering together for huddles, guest speakers, and community events:



School concerts and recitals made their return, and some of the old traditions around the holidays came as well:



And of course, core instruction has been at the heart of the great happenings at Mills Middle School in 2021:



Other notable features of instruction and content in 2021 included the continued implementation of a new 8th grade civics curriculum and revisions to the 8th grade math curriculum to better align with high school math standards and courses. Certain aspects of the Middle School learning model did not change in 2021, despite the pandemic:

- ❖ Power Standards from the Massachusetts Curriculum Frameworks are identified to guide content area instruction. Middle School educators continue to work with teams from Clyde Brown Elementary School and Millis High School to vertically align standards, curriculum, and instruction.
- ❖ Student progress in grades six and seven is reported using a standards-based report card in line with our system of standards-based learning, assessment, and grading. Reporting for grade eight continued in a traditional percentage and letter grade format. Effort, behavior, and citizenship are reported on separately.
- ❖ Students with learning differences are supported by increased small-group intervention and co-teaching.
- ❖ A growing English Language Learner population is supported by a shared district ELL teacher and by general education educators trained in strategies to give ELL students better access to the curriculum.
- ❖ Math educators have integrated adaptive online learning platforms to support both review and reteaching of skills and to accelerate learning for some students.
- ❖ English Language Arts educators continue to instill a love of reading through robust classroom libraries that include culturally diverse literature options at all levels. Students develop strategies to read challenging and complex informational text across the curriculum.
- ❖ Students continue to engage in Project Based Interdisciplinary Learning that encourages creative thinking for problem solving. Educators include real world applications to engage and motivate students.
- ❖ Social emotional learning concepts are integrated into curriculum topics and students receive counseling support for well-being.
- ❖ Seventh grade students participate in the Signs of Suicide program and school nurses screen for substance abuse using the SBIRT program.

Student Wellness and Social Emotional Learning:

The Middle School continues to identify and address various factors that have an impact on student learning, especially factors particular to the Covid-19 disruption to education.



- ❖ Relationships: Educators understand the value of developing caring, trusting relationships with students and their families to motivate and engage them in learning.
- ❖ Social Emotional Learning: An increasing number of students require social-emotional support to be successful in school. Educators integrate strategies, such as mindfulness and yoga, to address the impact of anxiety and stress and develop self-regulation skills.

Additionally, with collaboration between MMS and the District Office of Student Support, Millis Middle School opened a new “Social-Emotional Learning Foundations” (SELF) program. The SELF program is

staffed by a specially trained, dual-licensed Special Educator, as well as a part-time dedicated School Adjustment Counselor, and it provides students with significant Social-Emotional needs an alternative learning space within their home school. Best practices suggest that students who receive proactive support around the complex behavioral needs including, but not limited to, the following, can be more successful and may be able to remain in their home school rather than require outside services: general anxiety, school attendance refusal, academic work refusal, disruptive classroom behaviors, elopement (running or wandering away from school), challenges with decision-making/self-advocacy, difficulties with self-regulation, difficulties with self-awareness, struggles with relationships with peers and adults, lagging academic skills and executive functioning skills.

- ❖ The Middle School has added an additional School Adjustment Counselor, taking our total to two. This not only allows for more students to have more access to counselors as they work through developmental and social/emotional challenges, but will provide MMS an opportunity to be even more proactive in assisting students.
- ❖ Recognizing and celebrating growth, effort, and personal success: Grade level meetings and huddles help build community and recognize students for academic success and citizenship. Students are recognized for achieving goals and demonstrating core values. They are also recognized for exceptional effort and citizenship through Student Shout-outs, which include a positive note mailed home by the Principal.

Extracurricular opportunities and athletics made their return as 2021 progressed. During the school year, some students were able to participate in interscholastic sports, and after school offerings like Art club, Drama club, Student Council, Middle Ground, and Pop Culture club. Students and staff have shown great resilience, flexibility, and most importantly, dedication as a result of amazing collaboration between school staff and families.

Millis High School Annual Report 2021

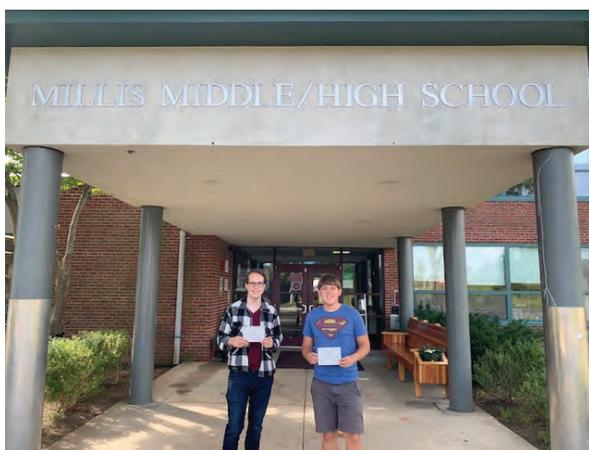
While the 2020-21 school year began with Millis High School students learning remotely, before shifting to a hybrid model, the year finished with the majority of students learning in-person. Some students chose to continue with remote learning through the end of the 2020-21 school year. However, with great excitement, the 2021-22 school year began with all students returning to school in person.

It was another successful 2021 for MHS students and staff. *Boston Magazine* ranked MHS 34th out of 150 Greater Boston high schools. *US News and World Report* included Millis High on its list of America's Best High Schools, putting MHS in the top 15% of schools in the United States, 72nd of Boston/Metro Area High Schools, and 105th amongst Massachusetts high schools. *Niche* ranked MHS the 86th best public high school in Massachusetts out of a list of 364, and the 65th best Boston area public high school out of 218 schools. MHS was also one of 87 high schools in Massachusetts and among the top 20% of eligible public high schools nationwide recognized with a College Success Gold Award by *GreatSchools*.

In 2021, Millis grade 10 students participated in the new Next Generation MCAS exams in ELA and Math. 94% of our grade 10 students scored at "Meeting-" or "Exceeding-" standards on the 2021 MCAS English/Language Arts (ELA) exam, which tied for the third highest percentage (alongside Bromfield School), behind just Boston Latin HS and Dover-Sherborn Regional HS. 81% scored at "Meeting-" or "Exceeding" standards on the 2021 MCAS Mathematics exam. Millis High School students exceeded state averages in each of these MCAS exams. For grade 9, 75% of our students scored proficient or advanced on the 2021 Science, Technology, and Engineering (STE) MCAS exam, again exceeding the state average.

2021 saw 102 Millis High School students taking Advanced Placement courses. Seventy-two percent of Millis High School students who took AP exams scored 3 or above on their exams (AP scores range from 1-5, with 3 or higher considered passing). Due to the COVID-19 pandemic, all AP exams were taken online at home in 2021, with the exception of Calculus AB, Spanish Language, and Music Theory, which were taken in person, on paper. Millis ranked in the top 20% of schools (62 out of 323) in the Commonwealth of Massachusetts in overall percentage of students passing at 72%. 61% of the Class of 2021 took and passed an AP course at some point during their high school career. Millis High School students continue to challenge themselves academically and achieve at exceptional levels.

Millis High School individual students received state and national recognition for academic achievement during 2021. Cole Blumeneau and Jonah Stapels, of the Class of 2022, were recognized as Commended Students by the National Merit Scholarship Corporation. Commended Students placed among the top 50,000 scorers who took the 2020 PSAT exam.



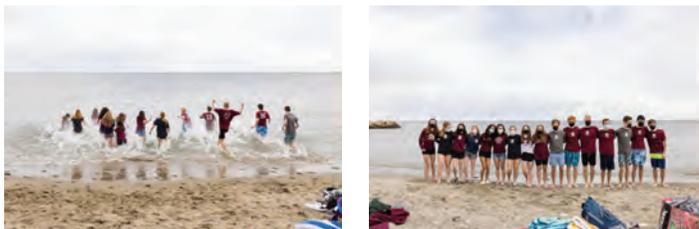
NMSQT Commended Students Cole Blumeneau and Jonah Stapels of the Class of 2022

Five members of the Class of 2022 received John and Abigail Adams Scholarships for their outstanding performance on the Spring 2021 MCAS tests, all of them voluntarily taking the tests as the state modified the competency determination for graduation due to the COVID-19 pandemic. 36 Millis High School students were recognized as AP Scholars by the College Board. Julia Albert, Callie Cassidy, Tessa Giardi, William Johnson, Ryan Jurgelewicz, Casey O'Toole, Jane Pasquantonio, Joseph Scolponeti, Bethany Steiner, Mitchell White, and Megan Wilcox, from the Class of 2021, and Jonah Stapels and Colin Streck of the Class of 2022, qualified for the AP Scholar with Distinction Award by earning an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams. Livi Calais, Colton McCain, Brian Nichols, Dory Stefanowicz, and Madelene Tavarez, of the Class of 2021, along with Riley Conroy, Brendan Davis, and Benjamin Pudelka of the Class of 2022, qualified for the AP Scholar with Honor Award by earning an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams. Abraham Chetsas, Mahoney Cyr, Nikei Davies, Christopher Gokey, Bernard Gorman, Michaela Hafford, Ritika Hari, Ben Hurney, Bouasavanh Keomorokot, Ian McPoland, Kathryn Nolan, John Works, and Helena Zammarchi of the Class of 2021, along with Thomas Azir and Megan Johnston of the Class of 2022, qualified for the AP Scholar Award by completing three or more AP Exams with scores of 3 or higher.

In co-curricular activities, Millis High students were recognized in a wide variety of fields. Thidvanh Keomorokot and Jennifer Scolponeti from the Class of 2024, Krystal Flint and Riley Conroy from the Class of 2022, and Helena Zammarchi and Georgia Gelasco from the Class of 2021, had their artwork on display in the MA Art Education Association's Statewide K-12 Youth Art Month (YAM) Exhibit. YAM is a nationally celebrated event held each year during the month

of March. It is designed to call attention to the importance of quality art education as it celebrates the talents of our youth.

A group of fifteen MHS sophomores banded together to tackle the Polar Plunge in March, with the goal of raising money for Special Olympics of Massachusetts. The team raised over \$4000 along the way, surpassing their fundraising goal.



MHS sophomores taking part in the Polar Plunge

For her senior project, Megan Wilcox, of the Class of 2021, put together a career fair for our students that was held during one of the MHS advisory periods. Students were able to pick two half-hour sessions where they learned from a variety of professionals who gave their time to help inform and inspire.



Megan Wilcox managing the career fair she organized for her Senior Project

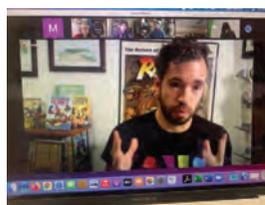
Two members of the class of 2021, Jane Pasquantonio and Emma Tomlin, took part in the High School Senior Internship Project (HSSEIP), sponsored by the Massachusetts Department of Elementary and Secondary Education. HSSEIP is an educator internship project open to high school seniors in good academic standing in all districts. Both students aspire to become educators, and assisted in various ways at Clyde Brown Elementary School.



Jane Pasquantonio instructing Clyde Brown Elementary students as part of HSSEIP

Mahoney Cyr (Class of 2021), competed in the Massachusetts Speech and Debate League State Tournament and placed 3rd in Play Reading. The field of 19 students earned bids to the state tournament based on their scores and how they placed at the qualifying tournaments during the school year.

Thanks to school librarian, Patsy Diver, along with students Callie Cassidy (Class of 2021), Lilly Cassidy (Class of 2023), Nikei Davies (Class of 2021), and Krystal Flint (Class of 2022), the school hosted its first ever MHS ComiCon in April of 2021. The virtual event included artist workshops, a trivia contest, artist alley, a collectible showcase, a costume event, and more.



MHS Comicon Presenters

Marissa Melia (Class of 2021), organized a Unified soccer game for her senior project out on the football field in May of 2021. Senior players received varsity jackets, courtesy of the Millis Boosters Club.



Athletes that competed in the unified soccer game at MHS

For his senior project, Brian Nichols (Class of 2021), managed all aspects of a project which resulted in the construction of a new home dugout on the MHS baseball field. Special thanks go out to Brian and everyone in town who came together to support him in this effort.



The newly constructed home dugout on the MHS baseball field

Television Production students continued to excel with Jaden Adams (Class of 2022) and Maura Fagan (Class of 2021) being nominated for 2021 Regional High School Student Production Awards. These awards are the equivalent of being nominated for a student Emmy® Award. Maura was nominated for Best High School Talent - News or Sports, for her composite entry that featured her Barista Show, her Silent Movie, and an interview she did with the football team. She was the very first Millis student to make it that far in the competition as a broadcaster, one of the most competitive categories in the awards, which also put her as one of the top four student broadcasters in New England. Jaden was nominated in the High School Non-Fiction Short Form category for her production "Anyone Else But You."

Jaden also had two films nominated for awards at the MetroWest Student Film Festival. Jaden's film "Love Letter to a Friend" was selected as one of the finalists in the category of Outstanding Documentary Short, and her film, "Anyone Else But You" was selected as one of the finalists in the category of Animated Short.

Extracurricular activities continue to be a vital part of Millis High School. For the 2021-2022 school year, student clubs and activities include ACS Chemistry Club, Amnesty International, Art Club, Common Ground, Drama Club, Fish are Friends Club, Gaming Club, Happiness Club, Leo's Club, Mohawk Council, National Honor Society, Peer Leaders, School Library Teen Council, School Newspaper, STEAM Society, Students Against Destructive Decisions (SADD), Student Council, Terpsichore (Dance Club), and Yearbook. Over 80% of our students are involved in at least one extracurricular activity with many involved in multiple clubs. These clubs and activities reflect the varied interests and diversified talents of our students and staff.



MHS Band and Chorus Perform Outside

MHS Drama Club Outdoor Production

Millis High School continues to explore opportunities for our students to expand their interests and horizons. The second Health and Wellness Fair, held virtually in January of 2021, brought in community members from the health and wellness spheres for an interactive day of workshops, speakers, and activities, connecting classroom learning with real world experiences.

2021 saw the installation of a new school-wide intercom system, continued improvements to the school's gymnasium, and investment in new technology for use by both students and staff. The school and district also launched a new Single Sign On system, increasing network and school account security. These were made possible as a result of community support. Millis High School truly appreciates the Millis community's dedication to its schools and students.

Respectfully submitted,
 Mark Awdycki
 Principal

The Millis High School Council for the 2021-2022 school year is as follows:

- Principal Mark Awdycki
- Teachers Rachel Alan and Erin Cheney
- Parents Brandy Chetsas, Jennifer Leach and Dyann Rice
- Students Isabella Doherty and Bretton Kohler



**Members of Millis High School
Class of 2021**

Millis High School's Class of 2021 consisted of 88 graduates. MHS graduation was held outside on the football field for the second straight year on June 3, 2021. Ninety-one percent of the graduates are continuing their education. Eighty-one percent are attending four-year colleges, 10% are attending two-year schools, 3% are entering the workforce, 3% were undecided at the time of graduation, 2% are entering the military, and 1% are taking a gap year. Below is the Millis High School Class of 2021:

Daniel Agostino
James Agostino
Perry Alachi
Julia Albert
Stephen Balboni
Allison Bennett
Courtney Bickford
Ty Bortman
Laura Brisa
Jenna Butch
Livi Calais
Callie Cassidy
Abraham Chetsas
Nicholas Ciasullo
Kaylie Corsi
Mahoney Cyr
Jennifer Damiano

Nikei Davies
Madison Donovan
John Dowd
Liam Duffy
Jeremy Dwarika
Jordyn Ferrantino
Daniel Furino
James Gagne
Georgia Gelasco
Tessa Giardi
Christopher Gokey
Andre Goncalves
Daniel Good
Bernard Gorman
Michael Govoni
Dylan Griffin
Michaela Hafford

Ritika Hari
Sean Haviland
Ayronn Hayward
Benjamin Hurney
Nathan Jakubowski
Cynthia Jenkins
Grace Jewett
William Johnson
Ryan Jurgelewicz
Bryan Kane
Bouasavanh Keomorokot
Peyton Kilmartin
Devin Legere
Nathan Lipsy
Joseph Lund
Antonio Marmanides
Colton McCain

Ian McPoland	Eryn Rice	Cole Sullivan
Connor Medeiros	Alondra Rodriguez	Dylan Sumner
Marissa Melia	Alex Saykali	Madelene Tavarez
Abigail Miller	Daniel Scanlon	Emma Rose Tomlin
Luke Molinari	Keegan Schneiderat	Rohit Uppalapati
Brian Nichols	Joseph Scolponeti	Kayla Viana
Kathryn Nolan	Lucas Smith	Wellesson Vieira Junior
Autumn O'Connell	Patrick Smith	Mitchell White
Casey O'Toole	Tally Smith	Megan Wilcox
Marco Olivares Cristancho	Angelina Soares	John Works
Jane Pasquantonio	Nathaniel Solomon	Helena Zammarchi
Robert Perruzzi	Dory Stefanowicz	
Brennan Polimeno	Bethany Steiner	

**MILLIS HIGH SCHOOL CLASS OF 2021 AWARD WINNERS AND SCHOLARSHIP
RECIPIENTS**

GRADUATION MEDALS	WINNER(S)
Valedictorian Award	Bethany Steiner
Richard Pixley Memorial Salutatorian Award	Megan Wilcox
Art Award	Helena Zammarchi
Band Award	Jenna Butch
Chorus Award	Nikei Davies
English Award	Callie Cassidy
Mary K. Galvin Award	Megan Wilcox
Math Award	Joseph Scolponeti
Physical Education Outdoor Pursuits Award	Eryn Rice
	John Dowd
Physical Education Fit for Life Award	Megan Wilcox
	Ian McPoland
Science Award	Julia Albert
Spanish Immersion AP Award	Madelene Tavarez
Spanish Non-Immersion AP Award	Megan Wilcox
Student Council Award	Benjamin Hurney
Technology Award	Mitchell White
Digital Media Production Award	Madison Donovan
U.S. History Award	Mitchell White

PRESIDENT'S GOLD AWARD FOR EDUCATIONAL EXCELLENCE:	Bethany Steiner
Criteria = GPA of 3.50 and up	Megan Wilcox
	Mitchell White
	Joseph Scolponeti
	Tessa Giardi
	Julia Albert
	Mahoney Cyr
	Livi Calais
	Ryan Jurgelewicz
	Jane Pasquantonio
	William Johnson
	Madelene Tavarez
	Dory Stefanowicz
	Nikei Davies
	Kathryn Nolan
	Callie Cassidy
	Michaela Hafford
	Grace Jewett
	Abigail Miller
	Brian Nichols
	John Works
	Alex Saykali
	Georgia Gelasco
	Eryn Rice
	Allison Bennett
	Jordyn Ferrantino
	Ritika Hari
	Bernard Gorman
	Helena Zammarchi
	Benjamin Hurney
	Madison Donovan
	Kaylie Corsi
	Christopher Gokey
	Sean Haviland

	Marissa Melia
	Casey O'Toole
	Abraham Chetsas
	Michael Govoni
	Autumn O'Connell
	Angelina Soares
	Emma Tomlin
	Colton McCain
	Patrick Smith
	Ian McPoland
	Courtney Bickford
	James Gagne
	Lucas Smith
	Ty Bortman
	Daniel Furino
	Bouasavanh Keormorokot
	James Agostino
	John Dowd
	Devin Legere
	Robert Perruzzi
	Daniel Agostino
PRESIDENT'S SILVER AWARD FOR EDUCATIONAL ACHIEVEMENT:	Daniel Scanlon
Criteria = GPA of 3.0 to 3.49	Rohit Uppalapati
	Nathan Jakubowski
	Jenna Butch
	Bryan Kane
	Stephen Balboni
	Daniel Good
	Wellesson Vieira Junior
	Kayla Viana
	Brennan Polimeno
	Nathan Lipsy

SPANISH IMMERSION DIPLOMA RECIPIENTS FROM THE SPANISH MINISTRY OF EDUCATION:	Julia Albert
	Allison Bennett
	Livi Calais
	Ian McPoland
	Abigail Miller
	Brian Nichols
	Kathryn Nolan
	Casey O'Toole
	Brennan Polimeno
	Tally Smith
	Bethany Steiner
	Madelene Tavarez
	Emma Tomlin
	Mitchell White
	Helena Zammarchi
CERTIFICATE AWARDS	
MSAA Student Achievement Award	Brian Nichols
MetroWest Principal's Award	Georgia Gelasco
MetroWest Principal's Award	Jordyn Ferrantino
SCHOLARSHIPS	
Millis Teachers' Association Scholarship	Jane Pasquantonio
NCTA Future Educator Book Award	Nathan Jakubowski
Morris C. and Judith Mushnick Memorial Scholarship	Megan Wilcox
James & Margaret Tabarani Scholarship	Ryan Jurgelewicz
Pauline L. Smith Medical Services Scholarship	Julia Albert
Frank L. "Lorry" McDonough Scholarship	Callie Cassidy
The William and Sylvia Vellante Memorial Scholarship	Jane Pasquantonio
G.R.I.T. Scholarship #1	Daniel Scanlon
G.R.I.T. Scholarship #2	Marco Olivares Cristancho

G.R.I.T. Scholarship #3	Emma Tomlin
G.R.I.T. Scholarship #4	Callie Cassidy
G.R.I.T. Scholarship #5	Jane Pasquantonio
Millis Police Scholarship #1	Courtney Bickford
Clay and Michael Larcom Scholarship	John Works
Oligo Factory's 2021 Future Scientist Scholarship	Madelene Tavarez
LuvPug Foundation Scholarship	Jenna Butch
Diane Hatch Memorial Scholarship	Kathryn Nolan
Middlesex Savings Bank Scholarship	Mahoney Cyr
Dominic E. Luppino Memorial Scholarship	Nathan Jakubowski
Millis School Committee Scholarship	Colton McCain, Dory Stefanowicz
Mohawk Pride Boys Basketball Scholarship	Cole Sullivan
Niles Rosenfeld Memorial Scholarship	Bernard Gorman
Dr. George C. Roy Student Council Scholarship	Benjamin Hurney
Nicholas Diamandis Memorial Scholarship	Daniel Scanlon
The Warsofsky Memorial Fund	Dory Stefanowicz
Jack Warsof Memorial Scholarship	William Johnson
Aram Karoghlanian Tennis Scholarship	Autumn O'Connell, Madison Donovan
Friends of the Millis Public Library	Callie Cassidy
Amvets Ladies Auxiliary Post 495 Scholarship	Eryn Rice
Ed Winiker Scholarship	Nikei Davies
V. Gayle Kendall Scholarship #1	Eryn Rice, John Works, Benjamin Hurney
Millis Lions Club Scholarship #1	Abigail Miller
Millis Lions Club Scholarship #2	Grace Jewett
Millis Lions Club Scholarship #3	Colton McCain
Millis Youth Baseball Scholarship #1	James Agostino
Millis Youth Baseball Scholarship #2	Daniel Agostino
Millis Girls Softball League Scholarship	Grace Jewett
Alyssa Gagne Memorial Scholarship	Kathryn Nolan
Novick Family Scholarship	Livi Calais
Democrat Town Committee Scholarship	Colton McCain
Millis Booster's Club Scholarship	Michaela Hafford, Grace Jewett, Abigail Miller
Coach Ernie Richards Memorial Scholarship	Bryan Kane

Bryce Matthew McCarthy Memorial Foundation Scholarship	Grace Jewett
Sean Caulfield Memorial Scholarship	Joseph Scolponeti
The Ingraham Family Scholarship	Eryn Rice, Cole Sullivan
The Bellingham/Millis Girls Lacrosse Booster's Club Scholarship	Casey O'Toole
Walpole Footlighters Scholarship	Mahoney Cyr

Millis School
Committee 2021
Chairman's Report

In 2021 there was no change to the membership of the Millis School Committee. Robyn Briggs and Steven Catalano were re-elected to a three-year term.

The school year began with the mask policy in place due to the number of cases of COVID-19 in the town and the request of the Millis Board of Health. The mask policy was rescinded as of March 7th, 2022.

The Superintendent, administration, teachers and support staff continue to provide a high level of education at one of the lower per pupil expenditure rates as compared to districts of similar size as well as those in our geographic location.

The district continues to expand curriculum offerings at all levels, elementary through high school. Administrators and staff also continuously look to provide extracurricular activities that meet students' interests across grade levels, especially in the middle school and high school.

Thanks to the support of the Millis community and District's staff we continue to be able to provide opportunities for our children to thrive.

Sincerely,
Robyn Briggs, Chair
Steven Catalano
Marc Conroy
Denise Gibbons
Kerri Roche

SEALER OF WEIGHTS AND MEASURES

To the Honorable Select Board
and the Residents of Millis:

The following is the Annual Report for the Sealer of Weights and Measures for calendar year ending December 31, 2021.

Measuring devices tested and sealed as required by Massachusetts law:

Weighing Devices	58
Liquid measuring meters (in motor fuel pumps)	69
Linear measures (yardsticks and tape measures)	3
Bottle refund machines	5
Price accuracy (scanning system) inspections	4
Other inspections and tests (packaged grocery Items etc.) for weight and marking	80

Respectfully submitted,

W. James Allshouse

Sealer of Weights and Measures

Report of the Treasurer

The following is the Treasurer's Report for the year ending December 31,2021.

<u>Library Trust Funds</u>		<u>\$</u>	<u>75,079.45</u>
Griswold Trust Fund	31,425.82		
Ida & Joe Warsofsky Endowment	10,765.78		
George W. Wolvert Fund	4,173.82		
C. Wesley Emerson Library Memorial	323.10		
Sibbel Purdy Memorial Fund	2,074.35		
Richard A. Housely Memorial Fund	11,186.32		
Jack Warsof Endowment Fund	15,130.26		
<u>Other Trust Funds</u>		<u>\$</u>	<u>2,183,314.74</u>
Conservation Commission Fund	12,337.79		
Cemetery Fund	145,173.19		
Stabilization Fund	1,875,504.82		
Scholarship Trust Funds	150,298.94		

Cash in the custody of the treasurer by purpose, is as follows:

<u>Purpose</u>	<u>01-Jan-21</u>	<u>31-Dec-21</u>
Depository & Checking Accounts	4,709,632.57	4,924,479.36
School Agency & Lunch Accounts	98,442.78	112,854.87
Investment Accounts	5,816,576.05	7,815,110.48
Other Post Employment Benefits Fund	207,236.61	229,982.04
Revolving Accounts	59,866.10	59,493.47
Playground Project	22,376.28	22,413.08
Trust Funds & Scholarship Accounts	547,447.58	550,169.13
Stabilization Funds	1,837,340.33	1,875,504.82
Performance Bond (Escrow) Accounts	<u>2,164.39</u>	<u>2,167.19</u>
	\$ 13,301,082.69	\$ 15,592,174.44

Respectfully submitted,
Jennifer S. Scannell
Treasurer

Report of the Collector

Below is a schedule of collections for the calendar year ending December 31, 2021

Taxes Collected Including Interest: **\$ 29,787,216.27**

Current Year	Real Estate FY2022	13,303,842.63
	CPA FY2022	103,805.94
	Personal Property FY2022	275,314.28
	Real Estate FY2021	14,078,574.85
	CPA FY2021	109,368.83
	Personal Property FY2021	284,314.66
Prior Years	Real Estate	225,880.11
	CPA	1,114.08
	Personal Property	3,848.22
All Years	Tax Title	16,201.41
Current Year	Motor Vehicle Excise 21	1,325,456.47
Prior Year	Motor Vehicle Excise 20	50,007.54
Other Years	Motor Vehicle Excise	9,487.25

Other Collections Including Interest: **\$ 3,770,338.61**

Water Charges Collected	1,173,963.50
Sewer Charges Collected	1,199,812.65
Water/Sewer Capital Assessment	473,039.23
Sewer/Septic Betterments	64,188.45
Water/Sewer Liens	137,143.66
Stormwater Charges Collected FY2022	575,919.19
Stormwater Charges Collected Prior Years	45,364.74
Stormwater Liens	65,529.21
All Penalties, Charges, & Fees	35,377.98

Total Collections - All Types **\$ 33,557,554.88**

Respectfully submitted,
Jennifer S. Scannell
Collector

**MILLIS VETERANS' SERVICES OFFICE
2021**

Veterans/Family Members Assisted (State/Federal Applications, VA Appeal Letters, Access to VA Healthcare, Mass Annuity, Bonus Applications, G.I. Bill Benefits, VR&E, etc.)	72
Veterans on Chapter 115 (as of 12/31)	5



The Veterans' Services Office (VSO) enabled financial and medical aid assistance to veterans in need via Massachusetts General Laws Chapter 115, CMR 108, through the Commonwealth of Massachusetts Department of Veterans Services and the Federal Veterans Administration (VA). The VSO ensured a smooth transfer of all Millis veterans' administrative and accounting information and records to the OnBase database.

The VSO facilitated the Veterans Property Tax Work Off Program and expanded the town's VA claim capability and process speed; thus, assisting more Millis veterans and their families access federal VA assistance with the VetraSpec Program. This computer program provides the Millis VSO full VA claim visibility and administrative information.

The VSO utilized the Massachusetts Military Records account to assist Millis veterans in attaining a copy of their personal DD-214 service record. This pivotal document provides information required to verify military service for benefits, retirement, employment, and membership in veterans' organizations. The VSO and Millis veteran organizations planned and conducted Memorial and Veterans Day Ceremonies that were both filmed and shown on Millis local cable television. Finally, the town dedicated a "Veterans & Military" parking spot at the Town Hall as a small token of appreciation for our veteran population.

**Zoning Board of Appeals
2021**

The Zoning Board of Appeals acted on the following applications during 2021:

- 114 Union Street – Comprehensive Permit - 98 Rental Units - Approved
- 1325 Main Street – Special Permit - Renting accessory in law – Approved
- 23 Spencer Street – Special Permit - Grading area – Approved
- 1575 Main Street – Variance - Parking area – Approved
- 164 Village Street – Appeal – Relocate private access way on property
- 513 Main Street – Variance – Construction of new garage – Approved
- 84 Ridge Street – Special Permit – Accessory Family Unit – Approved
- 232-248 Main Street – Comprehensive Permit – 48 Apartment homes
- 69 Van Kleeck – Finding/Variance – Construction of two story addition – Approved
- 428 Union Street – Finding/Variance – Addition – Approved
- 206 Orchard Street – Variance – Construction of Deck - Approved
- 808 Main Street – Finding/Variance – wall sign/parking setback – Approved setback/ denied sign
- 32 Pollard Street – Special Permit – two family with attached in law – Denied
- 292 Exchange Street – Finding – Construction of deck – Approved
- 32 Pollard Street – Special Permit – In Law – Approved
- 121 Orchard Street – Special Permit – Home Occupancy Permit – Approved.

SPECIAL PERMIT RENEWALS
2021

- Baker, Stephen, 43 Bullard Lane, Approved, Accessory Family Unit.
- Brown, Robert and Pamela, 244 Exchange Street, Approved, In-Law Apartment.
- Brynczka, Christopher & Rachael, 219 Orchard Street, Approved, Accessory Family Unit.
- Cofer, John L., IV, 1 Rose Road, Approved, In-Law Apartment.
- Diotalevi, Penny, 15 A Dyer Street, Approved, Accessory Family Unit.
- DiPaola, DVM, Jeffrey, 825 Main Street, Approved, Veterinary Hospital.
- Durand Brian, 171 Farm Street, Approved, Accessory Family Unit, Property.
- Elbery, Donna, 47 Railroad Avenue, Approved, to be allowed to house cats/kittens awaiting adoption.
- Ellen Realty Trust, 1575 Main Street, Approved, Map #21, the construction of a temporary parking area.
- Furry, Mary Susan, c/o Harlan Ketterling, 194 Ridge Street, Approved, to keep Livestock.
- Flaherty, Robert and Betty, 30 Bow Street, Approved, In-law Apartment.
- Gagne, Amy and James, 37 Exchange St. Approved, Two residential apartments and commercial space.
- Guthrie, Kendra, 2 Chelsea Way, Approved, In-Law Apartment.
- Gonzalez, Betsy C, 4 Ryan Road, Approved, In-Law Apartment.
- Hansen, Kathleen Hanson ,7 Alma Road, Approved, Accessory Family Unit.
- Hiler, Cari Leah, DVM, 1175 Main Street, Approved, Veterinary Hospital.
- Hopkins, Gerard and Robin 7 Southwoods Circle, Approved, In-Law Apartment.
- Jonson, Sabine, 7 Pleasant Street, Approved Amendment to change the operating hours.
- Keenan, Walter, 5 Windcrest Lane, Approved, In-Law Apartment.
- Kramer, Kenneth, 101 Spring Street, Approved Special Permit for baking custom cakes.

Kubacki, Helen R, 22 Middlesex Street, Approved, Handcraft Classes.

Luppino, Richard, 128 Norfolk Rd, Approved, In Law Apartment.

Lynch/McCaronJudith, 106 Forest Rd., Approved, Keeping of four horses.

Martin, 590 Main Street, Approved, Accessory Family Unit.

Martino, 7 Rose Road, Approved Accessory Family Unit.

MacInnes William , 78 Island Street, Approved, Accessory Family Unit.

Maltinsky, Nathan and Christine, 431 Exchange Street, Approved, In-Law Apartment.

Millis Animal Hospital, 1175 Main Street, Approved, Animal Hospital.

Nicholson, Richard, 8 Saratoga Terrace, Approved, In-Law Apartment.

Nolan, Tracy & Todd, 34 Pollard Drive, Approved, In-Law Apartment.

Picklesmier, Dorman and Claudette, 183 Farm Street, Approved, to stable two horses.

Pitt, Janet, 1365-1367, Approved, to operate a dog day care, grooming and boarding business.

Smith-McCarthy, Jennifer, 14 Independence Lane, Approved, In-Law Apartment.

Squier, John, 32 Pollard Drive, Approved, In-Law Apartment.

Sullivan, Robert, 310 Village Street, Approved, Accessory Family Unit.

Tobin, Nate and Noreen, 63 Island Road, Approved, Accessory Family Unit.

Toll Bros, Inc., 84 Orchard Street, Approved Special Permit.

Vogl, Angela, 280 Ridge Street, Approved, Art Classes.

Wainwright, Charles, 165 Farm Street, Approved, Accessory Family Unit.

Wassell, Deirdre, 34 Village Street, Approved 3 hens.

Williamson, Lois Anne, 68 Bullard Lane, Approved, Private Nursery School.

TOWN OF MILLIS PHONE DIRECTORY

EMERGENCY - DIAL 911

(For Ambulance, Fire and Police Emergency Calls Only)

For non-emergency business, see below)

<u>Town Offices</u>	<u>Main Number:</u>	<u>(508) 376 - 7040</u>
Animal Control		(508) 533 - 3251
Board of Assessors		(508) 376 - 7049
Board of Health		(508) 376 - 7042
Building Inspector		(508) 376 - 7044
Electrical Inspector		(508) 376 - 7044
Plumbing & Gas Inspector		(508) 376 - 7044
Cable Studio		(508) 376 - 7057
Conservation Commission		(508) 376 - 7045
Council on Aging/Senior Center		(508) 376 - 7051
Department of Public Works		(508) 376 - 5424
Emergency Management		(508) 376 - 2361
Energy Manager		(508) 376 - 7041
Finance Office/Payroll		(508) 376 - 7039
Fire Department (non-emergency)		(508) 376 - 2361
Housing Authority		(508) 376 - 8181
Library		(508) 376 - 8282
Planning Board		(508) 376 - 7045
Police Department (non-emergency)		(508) 376 - 5112
Recreation Department		(508) 376 - 7050
Select Board		(508) 376 - 7041
Town Administrator		(508) 376 - 7041
Town Clerk		(508) 376 - 7046
Treasurer/Tax Collector		(508) 376 - 7091
Veterans Agent		(508) 376 - 7059
Zoning Board of Appeals		(508) 376 - 7046

School Department

Clyde Brown School - Principal	(508) 376 - 7003
Middle School - Principal	(508) 376 - 7014
High School - Principal	(508) 376 - 7010
Superintendent	(508) 376 - 7000

Town website: www.millisma.gov